

# HOW TO BECOME A NURSE



Edited by  
SIR HENRY  
BURDETT, K.C.B.

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PATTERN C.

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Complete, 20/-.

Best Morocco, 7/6. Real Sealskin, 8/6.

### Pattern C.

Morocco Wallet, with White Metal Waist-hook, 6/6. Scissors, 2/6; Bow Forceps, 1/9; Spring Forceps, 1/9; Clinical Thermometer, No. 1, 3/-; Spatula, electro-plated, 2/-; Director, with Scoop, 1/6; Probe, silver, 1/-; Pocket-knife, 2/-.

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### Pattern D (same as Pattern A but with 3 Straps).

Morocco Wallet, with White Metal Waist-hook, 6/6.  
For  
elec  
Ma  
plat



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No. 1, 3/-; Spatula,  
3; Probe, silver, 1/-;  
Pencil-case, nickel-

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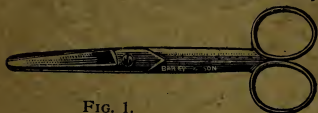


FIG. 1.  
1/-, 1/10 and 2/3; Nickel-plated, 3/-, 4/-.



FIG. 3. 2/6.

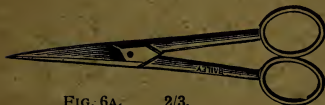


FIG. 6A. 2/3.  
Nickel-plated, 3/-.



FIG. 8.  
1/-, 1/9; Nickel-plated, 2/3.



FIG. 6B. 1/3 and 2/6.



FIG. 10.  
1/9; Nickel-plated, 2/3; (Bryant's), 2/9;  
(Sinus), 3/3.



FIG. 7. 5 in., 1/-.

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
					TEMPERATURE																				
					106°																				
					105°																				
					104°																				
					PULSE																				
					180																				
					170																				
					160																				
					RESPIRATION																				
					30																				
					25																				
					20																				
					BOWELS																				
					URINE																				

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# HOW TO BECOME A NURSE

## *The Nursing Profession*

### HOW AND WHERE TO TRAIN

BEING A GUIDE TO TRAINING FOR THE PROFESSION OF  
A NURSE, WITH PARTICULARS OF NURSE TRAINING  
SCHOOLS IN THE UNITED KINGDOM AND ABROAD  
AND AN OUTLINE OF THE PRINCIPAL LAWS  
AFFECTING NURSES, ETC.

EDITED BY

SIR HENRY BURDETT, K.C.B.

AUTHOR OF "HOSPITALS AND ASYLUMS OF THE WORLD"; "HOSPITALS AND THE STATE"  
"PAY HOSPITALS OF THE WORLD"; "COTTAGE HOSPITALS: GENERAL, FEVER AND  
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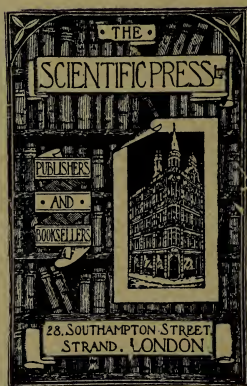
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## INTRODUCTORY AND PRACTICAL HINTS.

THIS is the seventh Edition of this book which has attained a phenomenal success. No pains are spared to make each Edition in all respects exhaustive and up-to-date.

*The Nursing Profession* is the only publication from which full and up-to-date particulars can be obtained concerning the Nurse Training Schools in this country, the Colonies and the United States of America. Each year this text-book is added to and carefully revised, and an attempt is made to codify and condense the information concerning the various training schools upon a plan which brings the whole nursing field under review, and, by classification and subdivision, makes the information available at a price within the reach of all. The contents of this book are official in that they are revised each year by the representatives of each institution without whose courteous co-operation it would have been impossible to have made it as complete and accurate as it is. We desire to thank most heartily every one who has rendered us assistance in its compilation.

We think we may claim, at least, that the book fulfils the two chief purposes for which it was designed. In the first place it meets the case of every woman who is attracted to nursing and desires to become a fully trained nurse, and in the second place it has proved of material assistance to matrons and hospital officials in lessening the amount of correspondence with which they are now inundated by inquirers who seek the information which it

contains. For these reasons it forms a reliable guide to the profession of nursing and to those who are engaged in it.

### TRAINING AND AFTERWARDS.

The initial step for an intending probationer is to consider where she can best secure the highest training which will ensure her a position in the first rank of her profession when she obtains her certificate. Probationers and their friends do not sufficiently realise that it is far better to wait for a vacancy in a recognised training school, the certificate of which will give her a definite standing, than to take a so-called probationership in a very small institution, which cannot afford her full facilities to complete her training in a satisfactory manner. It is desirable that every nurse with adequate experience and training should be able to command a certificate which will pass muster wherever she may present herself as a candidate for work. The time is approaching when provision will be made whereby all nurses, wherever trained, who may desire to do so, will be afforded an opportunity of offering themselves for examination before some central authority, the certificate of which will rank with the best. Until this time arrives it is essential for each woman who aspires to be a nurse to consult some one with knowledge and to take their advice before engaging herself to work in a relatively small institution where the facilities for training are limited or inadequate.

Before entering one of the larger institutions the candidate would be well advised to clearly ascertain the hours of work, the amount of off-duty time and whether it is ever interfered with, the amount of the annual holiday, if probationers are encouraged to save by joining the Royal National Pension Fund for Nurses or otherwise, the nature of the sleeping accommodation and the facilities afforded for methodical instruction in all branches of a nurse's work. These points are all important and, failing other friendly counsel, an intending probationer would be well

advised to write to the Librarian of the Hospital Library and Charities Bureau, 28 Southampton Street, Strand, London, W.C., particulars of which will be found on page 360.

It may be well, perhaps, to point out a few of the main differences between public and private nursing from a nurse's point of view. By public nursing we mean work in a hospital or other public institution, where the nurse receives a definite fixed salary with or without a percentage upon her earnings when she is employed on the private nursing staff. Institutional work offers a nurse the security of a home, regular employment, sufficient pocket money and the means of putting by against a rainy day. On the other hand a private nurse, whether she is connected with a co-operation or engaged on her own behalf, has control to a large extent over her own time, and is so more independent. She has, however, to face the risks of being out of employment, and should in every case take out a sick-pay policy in the Pension Fund against the day of sickness, for otherwise she may find herself in a difficulty in such circumstances. The private nurse too should never make an engagement with an institution or private agency without entering into a written agreement which shall definitely set forth the terms of her employment, the emoluments to which she is entitled, the conditions as to work, relaxation, holidays and resignation or dismissal. Many nurses have suffered seriously because they have failed to be business-like in protecting themselves by having a written agreement.

#### SCHEME OF THE BOOK.

In an introductory chapter entitled "The Common Requirements of the Training Schools" we have given information concerning the general conditions of training at General Hospitals, Poor Law Infirmarys, Children's Hospitals, and for Monthly Nursing, Midwifery, Massage, Private Nursing, District Nursing, Fever Nursing, etc. This chapter supplies a key to the information the book

contains, so that any one who consults its pages may be able to obtain a preliminary knowledge of every requisite particular as to qualifications, preliminary requirements, hours of duty, examinations, recreation, salary, premium, sleeping accommodation, pension arrangements, and in fact everything which an intending probationer may want to know. Heretofore she has only been able to obtain this information by writing to the matrons or communicating with some technical journal like *The Hospital*.

We commence our review with an abstract of the principal laws affecting nurses, which is likely to prove serviceable not only to Nurses and Institutions but to members of the medical profession. The particulars concerning the Nurse Training Schools of the Metropolis and throughout the United Kingdom are given in two divisions. The first contains an account of the larger training schools attached to general hospitals and poor law infirmaries with over 100 beds, and the second those general hospitals with 100 beds and under, and all special hospitals where some form of Nurse training is undertaken. In the latter section cross references are given to those Nursing Institutions which select suitable women whom they send for a definite period to a training school in order to undergo a course of instruction in nursing. To meet the case of those Nurses who leave their training school at the end of the period of training, information is given concerning Nursing Institutions and typical Hospitals where they can obtain employment. The details in this section have been selected so as to show as far as possible the conditions of employment in various parts of the United Kingdom. No book of this kind would be complete without particulars of Societies and Institutions, the objects of which include the promotion of thrift amongst Nurses, the raising of their status, the institution of examinations, and the issue of diplomas in subjects which will prove useful to them in their career. These have accordingly been added, together with details of other societies which are calculated in any way to benefit them.

The institutions are divided according to localities, and



arranged into sections devoted to London, the Provinces, Scotland and Ireland. The book will be found to contain an exhaustive Index where the name of every institution can readily be found, and where each special branch of training has its own proper heading followed by a list of institutions at which facilities are afforded for special training in such branch.

In dealing with the Nurse Training Schools of the Colonies and the United States of America we have thought it best to select typical Institutions, and supply information on the same plan as that adopted for the United Kingdom.

The price of the book (2s. net; by post 2s. 4d.) has been purposely fixed so that it may be within the means of everybody. In this way it is hoped that matrons, of the larger schools at any rate, will be enabled to save themselves an infinity of trouble by referring inquirers to this book and thus tend to considerably diminish the very heavy correspondence which at present devolves upon all hospital officials who are immediately responsible for the training of nurses. If these objects or most of them are attained the book will have more than served the purpose which the Editor hopes it may in practice fulfil. No one is more indebted than the Editor to the invariable courtesy and co-operation of hospital and asylum officials, and indeed of all officials throughout the world who are connected with public institutions of all kinds. He hopes, therefore, that this book may be accepted by them as a mark of his grateful recognition of their continuous kindness, and that it may prove helpful in every way, and so enable him to make some little return for the many acts of courtesy of which he is the grateful recipient every year.

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## ABBREVIATIONS.

*Assoc.*, Association.  
*Asy.*, Asylum.  
*Conv.*, Convalescent.  
*Cott.*, Cottage.  
*Dist.*, District.  
*Gen.*, General.

*H.*, Hospital.  
*Inf.*, Infirmary.  
*Inst.*, Institution.  
*Mem.*, Memorial.  
*N.Z.*, New Zealand.  
*Nurs.*, Nursing.

*Ophth.*, Ophthalmic.  
*Priv.*, Private.  
*S. Aus.*, South Australia.  
*Soc.*, Society.  
*Vict.*, Victoria.

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## THE COMMON REQUIREMENTS OF THE SCHOOLS.

THE particulars contained in the following pages are arranged on a uniform plan, and reference to them is therefore easy. It may, however, simplify matters for those who wish to take up nursing as a profession if we add by way of introduction a summary of some of the requirements of the training schools. It must not be imagined in reading this summary that all that is set down herein is required at every institution, nor yet that the treatment of probationers is the same at all hospitals. Every training school has some variation, and it is only by looking out the information given concerning each individual school that these variations can be discovered. The aim has been to give such an account of the requirements which may have to be fulfilled that each reader before taking up the profession of nursing may have some knowledge of what qualifications, etc., are essential, and what the duties will generally be.

### GENERAL HOSPITALS.

*Age.*—As a rule, the large training schools will not accept as probationers women under twenty-three nor over thirty-five years of age, but some few accept probationers at twenty to twenty-one. The authorities at children's hospitals take probationers as young as twenty-one, and it is possible at certain institutions for chronic and convalescent cases to enter as early as eighteen for what is called preliminary training.

*Preliminary Requirements.*—On applying to the matron of the hospital selected, the would-be probationer is sent



a form of questions which she has to answer fully in her own handwriting. The questions are somewhat as follows :—

- 1.—Name in full, present address, and home address.
- 2.—Are your parents living ?
- 3.—Age last birthday, date and place of birth.
- 4.—Height and weight.
- 5.—Where educated.
- 6.—Are you a single woman or a widow ?
- 7.—If a widow, state when your husband died, and where ; and whether you have any children living, their ages, and how provided for.
- 8.—Your father's occupation, or (if a widow) your husband's.
- 9.—Nature of late employment (if any). When and why did you leave it ?
- 10.—Nature of present employment (if any) and reason for leaving.
- 11.—Have you had previous hospital work ? If so, state when, where, and for how long.
- 12.—The names and addresses of two persons (other than relatives) to be referred to. How long has each of them known you ? If you have been previously employed, one of these must be your last employer.
- 13.—Name and address of your usual medical attendant.
- 14.—Are you strong, and have you always had good health ?
- 15.—Have you perfect sight and hearing ?
- 16.—Religion.
- 17.—If accepted, about what date do you desire to secure a vacancy ?
- 18.—Have you read and do you clearly understand the regulations ?

At the foot of most application forms is a request to be admitted as a probationer on trial and an agreement to conform with all the rules and regulations which the applicant has to sign. Certificates of birth, of marriage (if a widow), and from a doctor, as to health and absence of any organic disease, have to accompany the application form on its return to the matron. Some hospitals (St. Bartholomew's Hospital, London, for instance) require the candidates to undergo a medical examination at the hands of one of their medical staff.

The next step is a personal interview with the matron, who ordinarily sets apart special days for that purpose, and if suitable the candidate will receive notice in due course of the date when she is to come to the hospital. The applicant is required to enter for a certain period, varying, as a rule, from one to three months, on trial, during which time she will probably have to supply herself with a uniform of the pattern used in the hospital, and in



most cases she will have to give her services for this period gratuitously.

*Agreement with the Hospital.*—If she satisfies the matron during her time on trial, she is accepted as a probationer, and has to sign an agreement to serve the hospital as a probationer and to conform to its rules for the period of training which the hospital gives. Probationers are not at liberty to resign during the term of their agreement except by special permission, and, in some cases, on payment of a penalty, but they are liable to be dismissed at any time for misconduct or neglect of duty.

*Length of Training.*—The period of training most universally adopted as the standard of the great nursing schools is three years, but smaller institutions give two, and in some cases only one, year's training. It is the custom at some schools to require an agreement for four years, three of which are devoted to training, and the fourth to service as a nurse on the hospital staff.

*System of Training.*—Probationers are taught their duties in the wards by the sisters or head nurses, and, in addition to this, have to attend lectures by the medical staff on elementary anatomy and physiology and other subjects, which occasionally include pharmacy. Class instruction on nursing generally is given by the matron or lady superintendent. It is becoming more and more the custom to include in the nurses' curriculum a course of instruction in sick-room cookery, and at a few of the large general hospitals certain of the nurses are granted facilities for preparation for the examinations in midwifery of the London Obstetrical Society. Examinations in the various subjects are held yearly, or in some hospitals after each course of lectures, and in nearly every case the creditable passing of these examinations is an essential condition before a certificate is granted.

*Certificates.*—Most training schools give their probationers a certificate upon the completion of their engagement to the institution, and, in order to obtain this certificate, they must have satisfied the lady superintendent as well as the examiners.

*Medals and Prizes.*—Many of the training schools offer medals and prizes to their probationers as a means of stimulating them to take a high position at the examinations, these medals and prizes being, as a rule, reserved for the nurses who gain the greatest number of marks at each examination.

*Hours on Duty.*—The following gives a general idea of a nurse's hours when on day duty. Rise, 6.30 A.M.; breakfast, 7.15; prayers, 7.45; wards, 8 A.M. to 9 P.M., with a break of 10 or 15 minutes at about 10 o'clock for lunch; three quarters of an hour at 11.30 or 12.15 for dinner, and half an hour at 5 or 5.30 for tea; supper at 9 or 9.30, prayers at 9.30, bedroom at 10, and lights out at 10.45 P.M. When on night duty a nurse gets up at 8 P.M., breakfasts at 8.35, and reaches the wards at 9.15 P.M., where she remains until she comes off duty at 8.30 the following morning. During the time on duty there is half an hour off at about 12.30, 1 or 1.30. Dinner is taken at 9 A.M., supper at noon, and the nurse retires to her bedroom at 1 P.M. As a rule nurses are upon day and night duty alternately for periods of three months at a time.

*Duties.*—The following is an account of the arrangements at one large General Hospital, and may be taken as being typical of the arrangements at most large training schools:—

#### PROBATIONERS.

Probationers are called at half-past six o'clock in the morning; at a quarter-past seven breakfast is served in the dining-hall; at a quarter to eight prayers are said in the chapel, and at eight o'clock they come on duty in the wards.

During the morning they wash up breakfast things; clean lamps, ink-stands, spatulas, etc.; thoroughly dust the ward; scrub lockers and doctors' tables; wash window-sills; prepare mugs, etc., for luncheon, and serve the patients; clear and wash up luncheon things; help the nurse with the patients when and as required, and assist with the patients' dinner.

At half-past eleven or at a quarter past twelve o'clock, as arranged by the sister, probationers go to dinner, returning to their wards in three quarters of an hour. At two o'clock probationers go off duty on alternate days, and those who go off duty must be back in time for tea at half-past four, returning to their wards at five o'clock.

In the afternoons the probationers on duty clear away dinner things, wash knives, forks, and any basins or mugs which have been used; they make beds, sweep and dust the ward and assist with the patients' tea.

At five or at half-past five o'clock probationers take tea in the dining-hall, and half an hour later they return to their wards.

During the evening they make beds ; wash backs ; take round supper ; help the nurse when and as required ; and, under the nurse's direction wash the supper things ; clean urine glasses, test tubes, spitting cups, etc. ; tidy hearths ; make up fires for the night ; and see that the ward, bath-room, lavatory, etc., are left quite tidy for the night.

In addition to other daily duties, probationers have twice a week or oftener, if directed by the sister, to clean and wash the patients' heads and feet. On Mondays and Wednesdays they put out the linen for the laundry under the supervision of the sister, and on one day of the week the inside of the lockers and all rods and brackets must be washed and cleaned.

Probationers have supper at nine o'clock, at half-past nine they go to prayers, and after prayers they retire to their rooms. At a quarter to eleven, when the gas is put out, they must be in bed.

The arrangements for night nurses apply to probationers when on night duty.

#### DAY NURSES.

The time table for day nurses is the same as that for probationers except that they have supper half an hour later. The duties of day nurses are as follows :—

In the morning they measure and put up specimens as ordered ; see that testing trays are clean, and reagents ready for use ; wash and fill doctors' jugs and basins ; wash and attend to the most critical cases ; help to serve the patients' dinner.

In the afternoon they see that all is ready for the visit of the staff ; afterwards they assist in preparing the patients' tea.

In the evening they make beds, wash backs, and generally attend to the requirements of the patients, taking care that they are left comfortable for the night. The nurses must also see that the wards, lavatories, etc., are perfectly tidy before they go off duty.

The duty of giving medicines and stimulants may be entrusted by the sister to a nurse who has received instruction in dispensing.

The nurses are expected, so far as they are able, to teach probationers, and to take care that the work entrusted by them to probationers is efficiently performed. They must immediately report any change they may observe in a patient to the sister, and they must at all times bring to her notice any circumstance which, in their opinion, may prove hurtful to the patients or injurious to the interests of the hospital.

#### NIGHT NURSES.

The night nurses are called at eight o'clock in the evening, have breakfast at twenty-five minutes to nine, and at five minutes past nine o'clock prayers are said in the chapel. At a quarter past nine they go on duty in the wards. They first visit the sister's room, where they receive instructions for the night. At 12:30, 1 or 1:30 A.M. they leave the wards in turns for half an hour to enable them to take a meal with hot soup, tea or coffee in the dining-hall. At six o'clock in the morning they begin the routine of the day, making the beds of those patients who can get out of them, and rendering comfortable those who are unable to rise. At seven o'clock they

prepare the patients' breakfast, dust the ward and leave everything clean and tidy for the day nurse. At eight o'clock they give their report to the sister, and at half-past eight they leave the ward. At nine o'clock dinner is served, and at half-past nine prayers are said in the chapel. After dinner, those who wish get permits to go out from the night sister, and they must return to their rooms not later than one o'clock. They must, on their return, place their permits in the box outside the matron's office. At twelve o'clock luncheon is served for those who wish it, and at one o'clock all nurses must be in their rooms, and talking must cease.

Once a month night nurses are off duty from ten A.M. till one P.M. on the following day. Unless they have received special permission to be absent, they must sleep in the hospital, reporting themselves at ten o'clock in the evening either at the nursing home or to the night sister.

*Recreation.*—Probationers are allowed off duty for about two hours daily (which may mean one hour one day and three hours the next), for two half-days and a whole day monthly, and on Sundays two and a half hours and five hours alternate weeks, and they receive two to four weeks' holiday in the year. Nurses and sisters have rather longer hours off duty, and a longer annual holiday.

*Salary.*—The amount of salary received by a probationer during her first year of training is a very variable quantity. Many hospitals pay no salary until the second year, others anything up to about £10. During the second year the salary is about £12, during the third about £18. Staff nurses' salaries run from about £25 to £30 per annum.

*Uniform and Laundry.*—Usually indoor uniform, or material for making up the uniform, is provided for after the end of the trial month, but some hospitals do not provide uniform during the first year of probationership. Outdoor uniform is not often provided. A reasonable amount of laundry work is done for the nurses, or there is an allowance of say 2s. 6d. a week.

*Premium.*—Only a few training schools now require a premium to be paid by probationers. Those which do, as a rule, make the probationers serve for the first year gratuitously.

*Sleeping Accommodation.*—The sleeping accommodation for both nurses and probationers in our hospitals is distinctly better than it used to be. The change has taken place gradually, and now in very many institutions each



nurse and probationer has a separate bedroom. So far as we have been able to get returns, we have noted this point in the detailed particulars which follow.

*Pension Arrangements.*—But few hospitals have a superannuation fund for their nurses when past work, but since the establishment of the Royal National Pension Fund for Nurses this has been rendered less important than it was before, as most nurses, if they join the Fund when they are probationers, can manage to make provision for old age and ill-health. An increasing number of hospitals have now a system whereby all the nurses who join the Pension Fund have half the premium paid for them by the institution.

*Paying Probationers.*—A few of the schools take paying probationers, who, as a rule, come to the institution for three months, six months or one year's training, paying at the rate of about £1 1s. a week for board and lodging. These paying probationers are under the same rules as the ordinary probationers, except that they are exempt from night duty, and in institutions where there are no ward maids they do not have to keep the wards clean, except so far as dusting and light work is concerned. No salary is paid, and uniform and washing are not provided. Paying probationers, if they desire it, may often after their year's training continue in the hospital as ordinary probationers for the full three years. In fact many matrons in filling up the vacancies amongst the ordinary probationers give preference to those candidates who are serving as paying probationers and have shown themselves to be suitable.

#### PRELIMINARY TRAINING.

The London Hospital has now a course of six weeks' preliminary training for a limited number of selected candidates, who wish to become regular probationers in the hospital. Instruction, board, and lodging is provided free of expense at a residence especially reserved for pupils, and an allowance of 2s. 6d. per week is made for washing in the hospital laundry. The pupils receive instruction in, and are required to perform, such house-



hold duties as will subsequently fall to their share when admitted to the wards. These include sweeping, dusting, etc., but no cleaning of grates or scrubbing. They are also expected to become proficient in sick-room cookery, in the art of bandaging, and in all such details of practical nursing as can be taught by way of preparation for their actual attendance on the sick. In addition, they attend lectures and classes on Elementary Physiology, Anatomy, and Hygiene, specially arranged for their benefit. The general time-table for pupil-probationers is: breakfast, 7.30 A.M., prayers, 7.50 A.M. By 9 A.M. pupil-probationers start for the hospital (according to their respective class tables) to be in readiness for a lecture in the Clinical Theatre at 9.30 A.M. Luncheon is served at 10.30 A.M. Instruction in sick-room cookery is given at the hospital from 11 A.M. to 1 P.M., when the pupil-probationers return to the preliminary training home for dinner at 1.30 P.M. From 2 to 4 P.M. (Saturdays and Sundays excepted) pupil-probationers are "off-duty"; 4 P.M., tea; 4.30 P.M. to 8.30 P.M., classes; 8.30 P.M., supper; 9 o'clock, prayers; bedrooms, 10 P.M.; lights out by 10.30 P.M. On completion of the six weeks' course of preliminary training, examinations are held in the various subjects, and during the seventh week those pupil-probationers who are deemed suitable are transferred to the hospital for their final month's trial. The three years' engagement to the hospital counts from the day a pupil-probationer begins her work in the wards, and her remuneration, in accordance with the standing orders for probationers, also commences from that date. They are required to adhere strictly to the in-door hospital uniform, and to have it made in exact accordance with the directions given, otherwise they give themselves the trouble of having to alter it on their arrival at the preliminary training home. If a pupil-probationer is not retained in the preliminary training home, or is not appointed after being on trial in the hospital, she will be required to pay 10s. for the uniform material provided by the hospital. Out-door uniform is not essential, and is entirely a matter of personal choice and convenience.

At Guy's Hospital applicants have to pass a satisfactory course of instruction and practical work in the preliminary nursing school, such course extending over six weeks. The fee for this course, including board and residence in the Henriette Raphael Nurses' Home, is £6 6s., the probationer providing indoor uniform and paying personal laundry.

As mentioned on p. xxiii, some convalescent homes and cottage hospitals offer to give a certain amount of preliminary training to candidates who are too young to enter a general hospital. It must, however, be borne in mind that some of the general hospitals give the preference to applicants who have not received any previous training.

#### POOR LAW INFIRMARIES.

A list of these institutions will be found in the index.

The majority of the large poor law infirmaries now train their own nurses, the length of the course being usually three years. The regulations are similar to those given on pages xxiii to xxix for general hospitals. In most of the Infirmarys nurses have the opportunity of taking out a course of midwifery and monthly nursing, and in a few a course of fever nursing as well. As regards pension, the nurses can, if they wish, come under the Poor Law Officers' Superannuation Act of 1896, but owing to the strong representations made to those responsible for the 1896 Act a further Act was passed in 1897 to enable nurses to "contract out" of the provisions of the Act of 1896.

#### THE MIDWIVES ACT.

The Midwives Act, passed "to secure the better training of Midwives and to regulate their practice," became law in July, 1902. By its provisions after the 1st April, 1905, no woman may "take or use the title of midwife" unless certified under the Act (either as holding an approved certificate, or as having been in *bonâ fide* practice for a year prior to July, 1902); and after the 1st April, 1900, no woman may practise as a midwife, that is "habit-

ually and for gain attend women in childbirth, otherwise than under the direction of a qualified medical practitioner," unless so certified.

Before the 31st March, 1905, a midwife can claim to be certified under the Act:—

I. If she holds a certificate from the Royal College of Physicians of Ireland, from the Obstetrical Society of London, or from the Coombe or Rotunda Hospitals, Dublin, or such other certificate in midwifery as may be approved by the Central Midwives Board.

II. If for at least one year prior to 31st July, 1902, she had been in *bonâ fide* practice as a midwife, and that she bears a good character.

After 31st March, 1905, midwives will be required to pass the examination of the Central Midwives Board before they can be enrolled. The names of all midwives certified under the Act are entered upon the Midwives Roll. The first issue of the Roll is now published, containing about 8,000 names. The fee for enrolment is ten shillings. Applications to be certified and enrolled have to be made, on the forms provided for the purpose, to the Secretary of the Central Midwives Board, 6 Suffolk Street, Pall Mall, S.W. The forms of registration (1d. each), copies of the Act (2d. post free) and the Rules of the Central Midwives Board (7d. post free), can be obtained from the printers, Messrs. Spottiswoode & Co., 5 New Street Square, E.C.

This Act does not apply to Scotland or Ireland.

### THE CENTRAL MIDWIVES BOARD.

The Midwives Act is administered by the Central Midwives Board, empowered to regulate the training of Midwives, to supervise and restrict their practice within due limits, to issue and cancel certificates, to hold examinations, and generally to carry out all the provisions of the Act, with the approval of the Privy Council.

The Board consists of nine members: Four registered medical practitioners, appointed by the Royal Colleges of Physicians and Surgeons, the Society of Apothecaries, and

the Incorporated Midwives Institute; two persons (one of whom must be a woman), appointed by the Lord President of the Council; and three persons appointed respectively by the Association of County Councils, the Queen Victoria's Jubilee Institute and the Royal British Nurses Association.

The Board has now been at work for nearly two years. Rules have been framed and issued, which remain in force for three years; a scheme of examinations has been also prepared, and the first examination will be held in June, 1905. It is proposed in the future that the Board's examinations shall be held three times a year, in London and in the provinces simultaneously, the first provincial centres being Bristol, Manchester and Newcastle-on-Tyne. Up to the end of 1904 the total number of midwives certified under the Act was 11,476.

The offices of the Board, where all information concerning the Act can be obtained, are at 6 Suffolk Street, Pall Mall, S.W.

### THE LOCAL SUPERVISING AUTHORITIES.

Every midwife certified under the Act, who intends to practise as a midwife, is required to give notice to the Local Supervising Authority, and to repeat the notice each year in the month of January, so long as she continues to practise in the area. She must also give notice if she attends a case outside her district. The Local Supervising Authorities are the County Councils and the County Borough Councils. County Councils have power to delegate their authority to Committees, or to Urban, Rural and Borough Councils. Where Committees are formed to administer the Act, women can be appointed upon them. In London the Local Supervising Authority is the County Council, which has appointed a Committee upon which are co-opted three women. So far only six counties have delegated their authority to district councils, the remainder having wisely retained their powers.

Midwives should not fail to make themselves ac-



quainted with the rules of the Central Midwives Board, so that they may understand their relation to the Local Supervising Authorities, and they should carefully ascertain which body is the supervising authority in their particular district.

These local bodies are charged with the duty of supervision, the investigation of charges of malpractice, negligence or misconduct, and should they see cause, must report the same to the Central Midwives Board. They have the power to suspend a midwife from practice if this is necessary to prevent the spread of infection.

### THE WORKING OF THE ACT.

The Midwives Act and the whole machinery by which it is being administered have not been long enough in existence for any complete account to be given as yet. It is a heavy piece of work to organise and regulate a hitherto unrecognised profession, and the fact that over 70 per cent. of the births in the United Kingdom are not attended by medical practitioners shows how large is the number of women now acting as midwives throughout the country with whom the Act will have to deal. The object of the Midwives Act is to secure safety to those women who desire to be attended by midwives. This will take long to achieve, and the progress made varies much in different localities. The larger number of Councils have retained in their own hands powers of administration, and have appointed County Medical Officers and special Committees upon which suitable women with expert knowledge have a place. The provisions of the Act are thus being carried out with vigour, and excellent results may be expected. In the remaining counties where each district council has separate powers, there is practically no organisation, and little or nothing is being done. Meantime, the period of grace for existing midwives is very nearly at an end. After 31st March, 1905, every midwife will be required to pass the examination of the Central Midwives Board, and there are a number of midwives



now practising, who are not yet certified, to whom it is of serious importance to take advantage, while it remains open, of the opportunity of becoming certified under Section 2 of the Act.

### MONTHLY NURSING AND MIDWIFERY.

A list of the institutions at which pupils are taken for tuition in monthly nursing and midwifery will be found in the index.

The course of training for a monthly nurse lasts for six or twelve weeks, during which time the nurse resides in the hospital, has to assist the labour cases in the delivery room under the supervision of the midwife in charge, and has to nurse in the lying-in wards under the supervision of the superintendent. Pupils have also to attend lectures. Before making formal application, the candidate must usually have an interview with the matron, after which she has to supply certificates as to moral character, health, etc. The fees for tuition, board, and lodging vary from about £7 7s. for a six weeks' course to £15 15s. for a twelve weeks' course. A registration fee of £1 1s. has usually to be paid on making application, and this is forfeited should the candidate, after approval, not come up for training.

Pupils for midwifery tuition should be between twenty-three and forty, and, after a personal interview with the matron, have to fill in a form setting out particulars similar to those given on page xxiv. This form has to be returned with (1) a medical certificate of health, stating that the applicant's sight and hearing are good, and that in the doctor's opinion the applicant is fit to undertake the duties of a midwife; (2) a certificate of moral character; and (3) in some cases a certificate of having been vaccinated within five years, or one of re-vaccination prior to entry. A registration fee of £1 1s. is payable on making application, this fee being returned if the candidate is not approved by the hospital authorities, and being forfeitable if the candidate does not enter within a certain

period after being approved. Preference is given at some institutions to women who have had previous training in a general hospital. The length of training is three months, and during their residence they are instructed in the management of ordinary labour, witness the practice of the physicians, and receive bedside instruction. The course is generally divided into (*a*) nursing in the lying-in wards, (*b*) conducting labours in the delivery wards, and (*c*) attending labour cases at the patients' own homes. This is supplemented by lectures by the physicians, and oral instruction by the matron and head midwives. An examination is held at the end of the course, or the pupil may be sent up for the examination of the London Obstetrical Society. The fees vary from £21 to £26 5s., which include board and lodging. Washing, uniform, and caps and aprons have to be provided by the pupil.

Many of the union infirmaries and a few of the general hospitals provide facilities for certain of their nurses to take out a course of midwifery training.

#### ARMY AND NAVY NURSING SERVICES.

Particulars of these services will be found in Section V., pp. 297 to 304.

#### DISTRICT NURSING.

Since the establishment of the Queen Victoria's Jubilee Institute for Nurses the number of District Nurses employed has become greater and greater. The Jubilee Institute trains many of its nurses either partially or wholly, and full particulars of the requirements and training will be found on pages 227, 284, and 291. Besides this great body, County Associations have been formed in many parts of England to provide for the adequate nursing of the villages and towns within their borders. These associations, except as regards the Queen's Nurses whom they employ, take steps to train their own nurses, and in many instances receive grants from the County Councils towards meeting the cost of this training. A

fairly complete list of the Institutions in various parts of the United Kingdom which act as schools in district work will be found in the Index under DISTRICT NURSING.

Particulars of the training given to "Cottage" Nurses (the outcome of the Holt-Ockley system) and "Village" Nurses will be found set out under the institutions which train this class of nurse, lists of which will be found in the Index under COTTAGE and VILLAGE NURSES.

#### FEVER NURSING.

Training in the nursing of fevers and small-pox is given at many hospitals for infectious diseases. A list of these will be found in the index.

#### MALE NURSING.

The facilities open to men who desire to train as nurses are not very great in England. With the exception of the Military and Naval Hospitals, only two or three schools exist for male nurses. These will be found indexed under MALE NURSES.

#### MENTAL NURSING.

Particulars of the training in mental nursing now given will be found on pages 343 to 346.

#### MASSAGE.

The hospitals for epilepsy and nervous disorders, and many of the Poor Law infirmaries and large general hospitals include the teaching of massage in their ordinary curriculum. A list of some of the Institutions which offer such facilities will be found in the Index under MASSAGE.

#### PRIVATE NURSING.

Nurses who are trained in a hospital which has a private nursing staff may there obtain instruction in the duties of a private nurse. It is essential that she should

be taught Invalid Cookery: the mode of serving meals in an appetising way, and many other points, an ignorance of which must impede the relations between the private nurse and her patient. In the United States of America instruction in the duties of a private nurse is much more thorough than it is in this country, a fact which may account in some measure for the unpopularity which some Hospital Trained Nurses experience when they first take private cases outside the hospital. A list of the Institutions which afford facilities for acquiring a knowledge of nursing in private cases will be found in the Index under the heading PRIVATE NURSING. Nurses should carefully read the paragraphs headed Training and Afterwards on pages iv and v.

#### CHILDREN'S HOSPITALS.

Children's hospitals, as a rule, receive probationers from a much younger age than the large training schools. Twenty and twenty-one to thirty is the usual limit, and the length of training varies from one to three years. The salary received is generally less, but the other particulars given under the heading "GENERAL HOSPITALS" apply to children's hospitals, with the exception that the requirements are not always quite so stringent.

#### COTTAGE HOSPITALS AND NURSING INSTITUTIONS.

The terms under which many cottage hospitals and nursing institutions offer to receive and train probationers are set out in the body of the book.

#### RESIDENTIAL HOMES AND CLUBS.

A list of these will be found in the Index.



OUTLINE OF THE PRINCIPAL LAWS  
AFFECTING NURSES.



## I.—OUTLINE OF THE PRINCIPAL LAWS AFFECTING NURSES.

AN attempt is here made to set forth as clearly and concisely as possible an outline of those branches of the law which are most likely to affect nurses in the practice of their profession.

### *Engagement.*

The terms on which a nurse is engaged depend on the contract entered into in each case. They of course, always involve the payment to her of certain wages, and the performance by her of certain duties. Where she is engaged by, or on behalf of, a private patient, her duty is confined to nursing the particular case for which she is employed, and she receives her wages directly from the patient or other persons employing her. The case is similar if she enters or avails herself of the services of an institution established for the purpose of bringing nurses into communication with employers. An institution of this kind is merely a nursing agency. It generally receives the wages and deducts a commission for introducing the nurse to the person who engages her, but the contract of employment is made between the nurse and the patient or his friends direct. The position of a nurse who enters a hospital or nursing home or other similar institution is different. In such a case the nurse usually engages in return for a certain salary, and possibly other advantages, to give her services for the benefit of the institution for either hospital or private nursing as may be required. If she is sent out for private nursing the contract for her services is made by the patient or his

friends with, and the remuneration is payable to, the institution, and not her. Where a nurse is employed by an institution of this kind, the duties expected of her are often stated in printed regulations which, together with all the other rules of the institution, she by accepting the engagement binds herself to perform and keep. It need hardly be said that whether a nurse is engaged in private nursing or is in the employment of an institution, the contract which she enters into includes an obligation to nurse the patients entrusted to her with care and diligence, and it must be added (at all events where she professes to be trained) with competent skill.

### *Period of Engagement and Dismissal.*

The period for which a nurse is engaged and the mode in which her engagement may be terminated vary according to circumstances. If she is employed by a hospital or other institution, the term of employment and the mode in which dismissal may take place are usually prescribed by the rules. Thus it frequently happens that the power of dismissal is, by the rules, solely vested in a committee of the governing body; or it may be entrusted to the matron or lady superintendent, with or without a right of appeal to a committee of the governors. In such a case a nurse can only be validly dismissed in the prescribed manner, and by the prescribed authority. In other cases a special arrangement may be made with the nurse as to the term for which she is employed, and as to the notice (if any) required for her discharge. In default of any other circumstances by which these questions can be determined, regard must be had to the interval at which the wages are paid. If they are paid weekly then, in the absence of anything to the contrary, the engagement is from week to week, and a week's notice of dismissal is required. If they are paid monthly or at any other interval, then similarly the engagement is by the month or otherwise, as the case may be, and a corresponding notice is required for dismissal. And in any case the employment may be immediately terminated by pay-



ment of a week's or month's wages (or as the case may be) in lieu of notice.

If the employment, instead of being from week to week or from month to month, is for an ascertained period it expires with the termination of that period, and no notice of dismissal or wages in lieu of notice need be given.

It is conceived that the rule of custom, applicable in the case of menial servants, that a month's notice is required to terminate the engagement on either side, has no application to a sick nurse.

Apart from any contract as to the circumstances under which dismissal may take place, the engagement of a nurse may at any time be summarily determined for misconduct without notice or wages in lieu of notice. Thus wilful disobedience or gross insolence, habitual neglect of duties and great incapacity, together with more serious offences, are grounds for instant dismissal and forfeiture of wages.

### *Action for Wrongful Dismissal.*

A nurse who is wrongfully dismissed can maintain an immediate action for damages, the measure of damage being the loss which, in the opinion of a jury, she has actually sustained. Wrongful dismissal means dismissal otherwise than in accordance with the contract which was entered into. If, therefore, the nurse was hired by the week, and she receives a week's notice of discharge or a week's wages in lieu of such notice, no action is maintainable by her whatever the reason for the discharge may have been, for the engagement was from week to week and has been duly determined. But if she is dismissed at a moment's notice, without sufficient cause and without wages in lieu of notice, the action will lie, for her dismissal has been improper, and her employer has broken the contract which he made with her. An engagement in advance with a monthly nurse to attend a confinement is sometimes unavoidably broken by premature delivery. In such cases the nurse would seem to be entitled to compensation if not the whole fee.

*Recovery of Wages.*

If the nurse's wages are not duly paid an action will lie for the recovery of them. Where the amount claimed is less than £100 the action may be brought in the County Court, but in other cases it must be in the High Court. In the case of a nurse engaged in private nursing, the person to be sued is, of course, the person who employs her. In the case of a nurse employed by an institution, the institution itself cannot be sued unless it is (as is the case with many hospitals) a corporate body; but the person who actually entered into the contract of engagement with the nurse, although such person may be merely a matron or lady superintendent or other official, is, as a rule, personally liable to pay her salary. And if the contract was entered into by, or under the direction of, a committee, then every member of the committee who attended the meeting at which the contract was entered into or authorised is *primâ facie* liable upon it. It may, however, be one of the terms on which a nurse is employed that she shall look for payment only to the funds of the institution. If this is so, no action for wages can be brought against the official or the members of the committee who engaged her.

*Treatment of Patients.*

The liability of a nurse in respect of bodily injury to a patient improperly committed is the same as that of any other person would be. If the injury was wilful, that is, if there was an intention to injure, she may be prosecuted criminally. And whether the injury has been committed wilfully or not, she may be rendered liable in a civil action for damages.

She may also be responsible in damages for an injury resulting to a patient from gross negligence, for there is an obligation upon a nurse to be careful in the discharge of her duties. And if the negligence was wilful, that is, if the nurse was conscious that she had not taken proper and ordinary care, and that she was incurring the

risk of causing harm to the patient, she might also be liable to a criminal prosecution, of course involving punishment proportionate to the gravity of the offence. An example will render this clear. Let it be supposed that a doctor orders a patient a warm bath, and the nurse whose duty it is to carry out the order makes the bath so hot that the patient is scalded. Here there are three possible alternatives. The nurse may have intended to scald the patient; or she may have placed the patient in the bath although she knew that she had not ascertained whether the water was at the proper temperature; or she may without any wrong intention have placed the patient in the bath carelessly and without thought. In the first case there is present an intention to injure the patient, and the act is consequently criminal. In the second case there is conscious negligence, and the act is again criminal. In the third case there is simple carelessness, and the liability involved is in damages only. Again, let it be supposed that the doctor has ordered a particular medicine, and the nurse administers another which causes injury to the patient. The three alternatives are again possible. The wrong medicine may have been wilfully administered, in which case there is criminal liability. Or it may have been given with conscious ignorance on the part of the nurse whether it was the right medicine or not, in which case there is wilful negligence, and again criminal liability is involved. On the other hand it may have been given thoughtlessly but without any intention to injure or even to be negligent. In this case the liability is in damages alone. Where damages can be recovered, and the patient dies, they may be recovered for the benefit of his or her wife, husband, parent and child.

### *A Nurse not a Doctor.*

It is perhaps hardly necessary to point out that a nurse is not a doctor. Her position is subservient to that of the doctor. She is there to carry out his orders; but she is not entitled to prescribe for the patient herself, or to

decide what method of treatment is proper for the disease from which the patient is suffering. There is no law which can prevent any person, even a nurse, from prescribing for a patient if desired to do so. But to discharge a function of this kind without possessing the requisite skill and knowledge, which only a medical training can give, is to tread on dangerous ground. Any person who deals with the life or health of any of his Majesty's subjects is bound to have proper skill and knowledge, and if a patient dies for want of it, such person is guilty of manslaughter. Similarly, if the patient is injured without dying, there is a corresponding liability, and, in any case, the person who presumes to prescribe without possessing competent knowledge, may be liable to an action for damages.

### *Contributory Negligence.*

Damages are not recoverable where there has been what is technically called "contributory negligence" on the part of the patient himself. Thus, if (although there may have been negligence on the part of the nurse) the injury is the immediate result, not of that negligence, but of negligence on the part of the patient, or of the patient has by his own carelessness directly contributed to the injury, he is precluded from recovering damages.

### *Abortion.*

Any attempt by drug or instrument to procure a miscarriage, whether the woman is actually with child or not, is a felony and heavily punishable. And it is a misdemeanour, also involving liability to serious punishment, to supply or procure a drug or instrument, knowing that it is intended to be used for such a purpose.

### *Gifts from Patients.*

A gift obtained from a patient by undue influence is liable to be set aside, whether it consists of a bequest by will or of a gift during life. In the case of a gift by will



the burden of proving undue influence rests upon those who allege it. In the case of a gift during life the rule is more strict. Where a doctor obtains a benefit from his patient during life, there is a presumption of law that it was obtained by undue influence, and it will be set aside unless it can be proved that it was the voluntary act of the patient. The ground of this rule is that a doctor stands towards his patient in a position which enables him to exercise great influence over him. It is conceived that in a less degree a similar position is occupied by a sick nurse, and that a considerable benefit obtained by her from a patient would be presumed (unless the contrary was clearly proved) to have been obtained by an improper use of the influence which her relationship with the patient placed her in a position to exercise.

This does not, of course, apply to small gifts, bestowed as tokens of friendship or gratitude.

In the case of a hospital nurse, the rules of the hospital generally preclude the acceptance of any gift from a patient.

### *Defamation of Character.*

Verbal defamation is called slander, and written defamation is called libel. Either may be made the subject of a civil action for damages, provided the statement alleged to be slanderous or libellous is false and disparaging, and is published maliciously.

Publication is not confined to making known to the public, but includes making known to any person other than the person against whom the libel or slander is directed. Malice is presumed in every case where the slander or libel was not published on a privileged occasion. Where the communication is privileged no action will lie, unless express malice is proved.

In the case of a slander, though not in the case of a libel, special damage must be proved, otherwise the action will not succeed. This rule is, however, subject to important exceptions. A slander falsely imputing to a person the commission of a criminal offence, or misconduct in, or

want of some necessary qualification for his or her profession, is actionable *per se* without the necessity of proving special damage, for in such a case the law presumes that the person against whom the slander is directed has suffered damage.

A person who repeats a libel or slander is equally liable with the person who originated it.

A character of a nurse, as, indeed, of any other person seeking employment, given *bonâ fide* to a person requesting it is privileged, and therefore not actionable unless express malice can be proved.

### *Nurses as Witnesses.*

No person is bound to attend as a witness at a trial, unless duly served with a subpoena or summons for that purpose. If subpoenas for different cases are served for the same time, a criminal prosecution takes precedence over a civil action. In all other cases the subpoena first served should be the one complied with.

### *Giving Evidence.*

It is by no means easy to give evidence properly. There are, however, a few elementary rules, the careful observance of which is of the utmost importance. The duty of a nurse called as a witness (as indeed of every witness except a professional witness who may be called upon to express an opinion) is to confine her evidence to facts within her own personal knowledge. She is not, as a rule, expected or entitled to express an opinion, and she should be most careful to avoid stating as facts things which are known to her only by hearsay, or which are merely matters of inference. The facts which she does know, she should state simply, without exaggeration on the one hand, and without any attempt at concealment on the other. She is there to give information to the court, and she is not responsible for, and must not take into consideration the consequences which may ensue. It is perhaps superfluous to say that if facts are

to be clearly stated they must be clearly arranged in the mind of the witness. This will often require careful thought, which should of course be bestowed in advance ; and it will be found of material advantage in any case in which there is a probability of being called as a witness to make notes of the circumstances at or shortly after the time at which they occurred.

The demeanour of a witness should be quiet and respectful. The questions addressed to her should be answered as shortly and simply as possible, and she should be careful, especially in cross-examination, not to be led away from the facts which she knows, and which alone she is competent to state. Any attempt to return smart or frivolous answers should be studiously avoided.

### *Expenses.*

In the case of a civil action a nurse like every other witness is entitled to be paid a sum sufficient to cover the reasonable expenses of attending the court. And she cannot be compelled to give evidence until this has been done. The objection that her expenses have not been paid cannot, however, be raised after the witness has been sworn. A nurse summoned as a witness in an action in the High Court cannot claim compensation for loss of time, but in very exceptional cases a payment of this kind may be allowed. In the County Courts a different rule prevails. Every witness in a County Court is not only entitled to the reasonable expenses of coming to, staying at and returning from the place of trial, but also to an allowance for loss of time. The allowance in the case of a female varies from 2s. 6d. to 10s. 6d. per day.

In criminal proceedings there is no obligation to tender a witness her expenses unless she is required to come from one distinct part of the United Kingdom to another. In such last-mentioned case, however, she cannot be compelled to obey the subpoena unless she was at the time of service tendered a sum sufficient to cover the reasonable expenses of coming and returning.

The costs of the attendance of witnesses at an inquest are usually provided for by the local authority, and paid by the coroner.

In the case of a summary conviction no tender of expenses is required, and it is in the discretion of the magistrates whether costs will be allowed or not.

### *Infectious Diseases.*

A penalty not exceeding £5 is imposed on any one suffering from an infectious disease of any of the kinds requiring notification (see *post*) who exposes himself, or on any one in charge of such a person who exposes him, without proper precautions against spreading the infection, in any street, public place, shop, or inn; and also on any one who gives, sells, removes, or exposes any bedding, clothing, or other articles which have been exposed to infection.

A penalty of the same amount, with a further penalty in case the offence continues of £2 for every day during which it continues, is also imposed on any person who throws or permits to be thrown infected rubbish into an ash-pit or other receptacle for refuse without disinfecting them. Outside the metropolis, however, this only applies in districts in which the Infectious Diseases (Prevention) Act, 1890, has been adopted.

### *Disinfecting.*

In London places for the disinfection of articles infected by any diseases requiring notification, together with the means of removal, must be provided by the sanitary authorities, and they may be provided for articles infected by any disease. In country districts places for disinfection may similarly be provided, but it is not compulsory.

### *Conveyance of Infected Persons.*

In London the conveyance of an infected person in a public conveyance is absolutely prohibited. The driver of the conveyance (if he knows that he is conveying an infected person), the person who placed him in the conveyance, and the infected person himself are each of them



liable to a penalty not exceeding £10; and the driver may also recover from the infected person and from the person who caused him to be conveyed, the cost of disinfecting the conveyance.

Outside the metropolitan area a penalty of £5 is imposed on a person suffering from an infectious disease who exposes himself in a public conveyance, without taking proper precautions against spreading the infection, or who enters a public conveyance without notifying to the owner, conductor, or driver that he is suffering from such disease, and any person in charge of the infected person who so exposes him is liable to the like penalty. An infected person who enters a conveyance contrary to these rules is also liable to pay the expense of disinfecting it.

A conveyance and attendants for the removal of an infectious patient can always be obtained from the Metropolitan Asylums Board.

### *Notification.*

In London a case of infectious disease occurring in a house, which includes a school or any factory or building in which persons are employed, always requires to be notified to the medical officer of health of the district. Outside London similar notification is required whether the Infectious Diseases (Notification) Act, 1889, has been adopted by the sanitary authority or not.

The duty of giving the notice does not usually fall upon the nurse, but it may do so. It is imposed in the first instance on the head of the family to which the patient belongs, and, in default of him, on the nearest relatives of the patient present in the house or in attendance on the patient. In default of any of these the duty is cast on every person in charge of, or in attendance on, the patient, which would, of course, include the nurse. In the last resort it falls upon the person having the charge, management, and control of the building.

A penalty of 40s. is imposed on omission to send the notice, but a person (such as a nurse) who is only required to send it in default of some other person, is not punish-

able if she can satisfy the court that she had reasonable cause to believe that the notice had been sent by some other person.

The notice may be sent to the medical officer of health at either his office or his residence.

### *Diseases requiring Notification.*

The diseases requiring notification are small-pox, cholera, diphtheria, membranous croup, erysipelas, scarlatina or scarlet fever, and all fevers known as typhus, typhoid, enteric, relapsing, continued, or puerperal. And the sanitary authority of the district may enlarge the list.

### *Registration of Births and Deaths.*

Cases may arise (although this is not usually the case) in which the duty of registering a birth or death may fall upon the nurse.

### *Births.*

In the case of a birth of a living child the duty of registration is imposed in the first place on the father and mother, and in default of them upon the occupier of the house in which to the knowledge of such occupier the child was born, and upon each person present at the birth, and upon the person having charge of the child, which may, of course, include a nurse. The duty comprises giving information to the registrar of births and deaths for the sub-district in which the birth took place within forty-two days thereafter (not including the day of birth) of the date and place of birth, the name (if any) and sex of the child, the name and rank or profession of the father, the name and maiden surname of the mother, and the signature, description and residence of the informant.

If the birth is not registered within the above period, the registrar may by notice in writing require any of the persons above mentioned to attend personally within such time (not less than seven days after the receipt of the notice, and not more than three months after the birth)

as he may specify, to give the required information and to sign the register.

If the registration has not taken place within three months, the registrar may before the expiration of twelve months from the birth, by notice in writing, require any of the same persons to make a declaration before the superintendent registrar of the particulars required for registration and to sign the register.

After twelve months a birth cannot be registered without the written authority of the Registrar-General.

The name of the father of an illegitimate child cannot be entered on the register except at the joint request of himself and the mother. The birth of a still-born child is of course not registered.

### *Deaths.*

The duty of registering a death falls (where an inquest is held) upon the coroner. In other cases it devolves in the first place upon the nearest relatives of the deceased present at his death or in attendance during his last illness, and in default of them upon every other relative of the deceased dwelling or being in the same sub-district and, in default of them, upon each person present at the death, and the occupier of the house in which to his knowledge the death took place. In default of any of these persons the duty falls upon each inmate of the house in which the death took place, and upon the person causing the body to be buried. The information required for registration comprises the date, cause, and place of death, the name, sex, age, and rank or profession of the deceased, and the signature, residence and description of the informant, and such information must be given to the best of the informant's knowledge and belief.

A death is required to be registered within five days, exclusive of the day of death ; but if notice of the fact of death accompanied by the death certificate is sent to the registrar, a further period of fourteen days from the death, but exclusive of the day of death, is allowed for the other particulars.

If the death is not registered within this period, the registrar may at any time within twelve months from the death, by notice in writing, require any of the persons above mentioned to attend personally for the purpose of supplying the information required, and to sign the register. After the expiration of twelve months a death cannot be registered without the written authority of the Registrar-General.

The doctor's certificate of death should be handed to one of the persons whose duty it is to register the death, and the person receiving the certificate is bound, under a penalty of 40s., to deliver it to the registrar when giving notice of the death.

A fine of 40s. is imposed on refusal to answer a requisition by the registrar for information, and to wilfully give false information entails liability to severe penalties.

### *Burial of a Still-born Child.*

A nurse may in some cases be required to make a declaration for the purpose of enabling a still-born child to be buried. A still-born child cannot be buried unless the person in control of the burial-ground is furnished with (a) the certificate of a registered medical practitioner who was present at the birth, or examined the body, that the child was not born alive; (b) a declaration to the like effect signed by some person who would, if the child had been born alive, have been required to register the birth, and stating that no registered medical practitioner was present at the birth, or that his certificate cannot be obtained; or (c) if there has been an inquest, an order of the coroner. The burial of a deceased child as though it were still-born entails a penalty of £10.

### *Concealment of Birth.*

Any attempt to conceal the birth of a child, whether born alive or not, by secretly disposing of the body, is a criminal offence.



# GENERAL AND SPECIAL HOSPITALS AND POOR LAW INFIRMARIES, WHICH TRAIN PROBATIONERS.

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Particulars have not been received this year from institutions marked with an asterisk (\*).



## II.—GENERAL HOSPITALS AND POOR LAW INFIRMARIES, WITH OVER 100 BEDS, WHICH TRAIN PROBATIONERS.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (\*).

### LONDON.

**Cancer Hospital** (Free), Fulham Road, Brompton, S.W. Beds, 105. MATRON; 1 Night Superintendent; 8 Sisters; 22 Probationers.

After a personal interview and 2 months' trial applicants are received for 2 years' training. Candidates should not be younger than 21 years of age, nor under 5 ft. 3 in. in height, must be well educated, and produce satisfactory references as to character, and a medical certificate of health. LECTURES are given by the matron and members of the staff, examinations held, and three prizes awarded by the committee. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily;  $\frac{1}{2}$  a day once a week; 1 day a month; fortnight's leave yearly. SALARIES.—Probationers, £10 first year, £15 second year, if they remain a third year, £20; Sisters, £36 to £40. Laundry and indoor uniform provided. Each nurse has a separate bedroom. Matron interviews candidates each Monday from 2 to 3 P.M.

**Central London Sick Asylums:** (1) Cleveland Street Asylum, W. Beds, 264. MATRON; 6 Sisters; 25 Probationers. Average vacancies for ordinary probationers, 6 yearly. (2) Hendon Asylum, Colendale Avenue, N.W. Beds, 331. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 4 Sisters; 32 Probationers.

After a personal interview and three months' trial applicants are received for 3 years' training. Candidates should be not younger than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officers and the matron on elementary anatomy, physiology, pathology

and nursing. Examinations are held yearly in April, and nurses must gain half marks to pass. Certificates are granted after satisfactorily completing engagement. RECREATION, Sisters, 1 afternoon from 2 to 4.30; 1 evening from 5.30 to 10; half-day from 2 to 10 weekly, and 1 day monthly; Probationers, afternoon (2 to 4.30); 1 half-day from 2 to 10 P.M.; 1 evening from 5.30 to 8.45 weekly; Night Nurses, 9 to 11.30 every day except Wednesdays, 4 to 7.45; 1 night off a month; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARIES.—Probationers, £16, rising £1 annually to £20; Sisters, £28, rising £1 annually to £32. Nurses also receive £3 10s. per annum in lieu of beer. Laundry and indoor uniform provided. Each Sister has a separate bedroom. There are two probationers in a room.

**Charing Cross Hospital**, Agar Street, West Strand, W.C. Beds, 175. MATRON; 11 Sisters; 1 Home Sister; 1 Sister Housekeeper; 1 Asst. Housekeeper; 10 Staff Nurses; 12 Night Nurses; 19 Ordinary and 6 Paying Probationers. Applications average 1500, and vacancies for Ordinary Probationers about 10, and for Paying Probationers 6 yearly. Applicants are admitted at any time, preferably November and April.

After a personal interview and 3 months' trial applicants are received for a course of 4 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Probationers will be required to attend lectures as shall be directed. At the end of the first year's training they will be required to pass an examination in practical subjects. Probationers failing to pass this examination will terminate their engagement with the hospital, but will be allowed at the discretion of the matron to present themselves for re-examination at the end of 6 months. Certificates are granted after satisfactorily passing examination. RECREATION, 2 or 2½ hours daily; sisters and nurses alternate Sundays; 1 day monthly; from 3 to 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, 1st year, *nil*; 2nd year, £15; 3rd year, £20; Nurses, £26; Sisters, £30 first year, increasing £5 annually to £45. An allowance of 2s. 6d. per week is made for laundry; indoor uniform is provided. Promotion to posts in the hospital is gained by merit. Probationers have separate bedrooms. Special Probationers are received for one year's training after one month's trial. Age 23 to 33. Fee 52 guineas. Uniform and laundry not provided.

**Chelsea Infirmary**, Cale Street, S.W. Beds, 411. MATRON; ASSISTANT MATRON; 1 Home Superintendent; 1 Night Superintendent;



12 Ward Sisters; 36 Ordinary and 6 Paying Probationers. Applications average 200, and vacancies 15 yearly.

After a personal interview and 3 months' trial applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, must be of fair education, and must produce satisfactory evidence of moral character, good health, unimpaired faculties, and general fitness of disposition and temperament for the duties of a sick nurse. They must sign an agreement by which they undertake to remain 3 years in the service of the Guardians as probationers. LECTURES on anatomy, physiology and nursing are given by the medical officers and the matron. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, from 2½ to 4 hours daily; half-day and extra leave occasionally during summer months from 8 to 10 P.M.; 2 weeks' holiday in a year. Leave of absence is granted by the matron upon a uniform plan announced by her each week, hence the times off duty for each nurse varies from day to day. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20; 3rd year, £22; sisters, £30 to £35. Indoor uniform and laundry provided. Each nurse and probationer has a separate bedroom. On completion of 3 years' service certificated nurses are eligible as charge nurses at other Poor Law infirmaries, or at the hospitals of the Metropolitan Asylums Board.

*Paying Pupils.*—Ladies are also admitted for periods of 6 months on payment of a fee, and receive practical instruction in nursing. The National Health Society and the St. John's Ambulance Society send students for this course.

**City of London Union Infirmary**, Bow Road, E. Beds, 511. MATRON; ASSIST. MATRON; 1 Home Superintendent; 2 Superintendent Nurses; 9 Charge Nurses; 18 Staff Nurses; 23 Probationers.

After a personal interview if possible and 2 months' trial, candidates are received for 3 years' training. Candidates should be between 21 and 30 years of age, must give two references respecting character and education, and undergo a medical examination with regard to health and physique. LECTURES are given by the medical superintendents on anatomy, physiology and surgical and medical nursing, and by the matron in general details of nursing. Certificates are granted after passing examination. Examinations are held yearly. Probationers' studies are divided into three courses—1st year, Matron's lectures; 2nd year, Medical Superintendent's lectures; 3rd year, Asst. Medical Superintendent's lectures, and probationers are

examined only in that course which has been studied each year. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 1 day monthly. Sisters and nurses have 3 weeks' holiday each year; probationers, 14 days. PREMIUM, *nil*. SALARIES, Supt. Nurses, £32 to £38; Charge Nurses, £24 to £30; Staff Nurses, £20 to £24; Probationers, 1st year, £10; 2nd year, £15; 3rd year, £20. A staff nurse is chosen from senior probationers, *i.e.*, after she has completed two years of her training and passed her second examination, and is eligible for an increase of salary after completing her three years' training, *viz.*, £2 per annum to a maximum of £24. Each nurse and probationer has a separate bedroom. Laundry and uniform are provided. Pensions under the Poor Law Superannuation Act are granted to nurses incapacitated by sickness or old age.

**Fulham Parish Infirmary**, St. Dunstan's Road, Hammersmith, W. Beds, 500. MATRON; ASSIST. MATRON; 1 Home Sister; 2 Night Superintendents; 12 Sisters; 1 Midwife; 21 Staff Nurses; 19 Probationers; 3 Male Nurses for Lock Ward.

After a personal interview and 2 months' trial, candidates are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical superintendents in medicine and surgery, and in medical and surgical nursing by the matron and home sister. Examinations are held as required, and certificates are granted on passing examination. Two vacancies as midwifery pupil are filled annually from the probationers. RECREATION, probationers and nurses, 16 hours weekly; 1 day a month; 16 days' holiday each year; sisters, 16 hours weekly; 1 day a month; 3 weeks' holiday each year. PREMIUM, *nil*. SALARIES, Probationers, 1st year, £10; 2nd year, £16; 3rd year, £18. Nurses, £18 to £22 per annum. Sisters, £32 to £36 per annum. Laundry and uniforms are provided. Nearly all the nurses and probationers have a separate bedroom. Pensions under the Poor Law Superannuation Act are granted to nurses incapacitated by sickness or old age.

**Great Northern Central Hospital**, Holloway Road, N. Beds, 159. (12 beds in private pay wards.) MATRON; 1 Assistant Matron; 1 Night Superintendent; 1 Theatre Sister; 1 Surgery Sister; 7 Sisters; 9 Nurses; 23 Probationers. Applications average 250, and vacancies 18 yearly.

After a personal interview, and 2 months' trial, candidates are received for 3 years' training. Candidates should be between 23 and 35 years of age, must be of fair education, sound health and good character,

LECTURES are given by the visiting staff on elementary anatomy and physiology, medical and surgical nursing, and instruction in the wards on practical nursing and medical rubbing is afforded by the sisters, classes being held by the assistant matron to amplify the instruction thus given. Certificates are granted to nurses after passing examinations at the end of the period of training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday, 1st year; 3 weeks, 2nd year; after that, 4 weeks' holiday each year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd, £20; 3rd, £25; 4th, £28. Ward Sisters, £30 to £35. Laundry and indoor uniform (after the 2 months' trial) are provided. The hospital dresses and caps are intended for wear in the wards, not for use out of doors. The advantages of a busy general hospital and training for private nursing in the pay wards are afforded by this institution. The authorities consider individually the claims of nurses incapacitated by sickness or old age, after faithful service.

**Guy's Hospital**, St. Thomas Street, S.E. Beds, 650. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Sister Instructresses in Preliminary Training School; 2 Night Sisters; 25 Day Sisters; 1 Housekeeper; 1 Mistress of the Laundry maids; 1 Mistress of the Ward maids; 1 Matron's Clerk; 55 Head Nurses; 157 Paying and non-Paying Probationers. Applications average 3000, and vacancies 90 yearly for the post of Probationer.

*Probationers.*—After a personal interview (at the matron's office on Tuesday or Friday mornings between 10 and 12 o'clock) applicants must pass a satisfactory course of instruction and practical work in the preliminary nursing school, such course extending over a period of 6 weeks, and after 2 months' trial in the wards, are received for a course of 3 years' training in medical and surgical nursing. The fee for the preliminary course, including board and residence in the Henriette Raphael Nurses' Home, which affords accommodation for 15 probationers, is £6 6s., payable in advance, the probationer providing indoor uniform and paying personal laundry. During the probation period the Matron may at any time terminate the engagement should a probationer prove unsuitable for training, and in the case of a preliminary probationer whose engagement is thus terminated a due portion of the £6 6s. will be refunded. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES.—In addition to nursing lectures given in July, August and September, and the practical instruction received in the wards, lectures are given weekly by Mr. R. P. Rowlands, in April, May and June, upon elementary anatomy,

and the nursing of surgical cases; and by Dr. Bryant, during October, November and December, upon elementary physiology and the nursing of medical cases. During January, February and March, lectures are given by the pharmacist of the hospital on the elements of pharmacy and dispensing. After each course of instruction, each probationer is required to present herself for examination, and should she fail to pass the examination in any of these subjects she will, except by special permission of the matron, cease to be a probationer. The following prizes are awarded: *Cazenove Prizes*—1st, gold medal and books; 2nd, silver gilt medal; 3rd, silver medal; awarded to probationers who obtain the highest average marks at all the examinations during the year; *Keogh Prize* (nursing instruments), awarded to the probationer who obtains the highest marks in the surgical examination; *Hospital Prizes* (books), awarded to the probationers who obtain highest marks in the medical and nursing examinations respectively; *Raphael Gold Medal* for massage. Certificates are granted after satisfactorily completing engagement. RECREATION, probationers, 1 and 3 hours, alternate days; 2 half-days and 1 whole day in 4 weeks; Sunday, 2½ hours every week, and an additional 3 hours every other week; head nurses, 1 and 3 hours on alternate week days, 2 half-days and 1 whole day in four weeks, Sundays, 1 Sunday to precede or follow the whole day, on the remaining 3 Sundays, 2½ hours every week. Annual holidays, at the end of 1st year, 2 weeks, 2nd year 3 weeks, at the end of 3rd and subsequent years, 4 weeks; staff nurses, 5 weeks; sisters, 1 month in summer, 1 week in winter, every alternate Saturday to Monday. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18; 4th year, £25; 5th year, £28; 6th and subsequent years, £30; probationer sisters, £30; sisters, £30 to £50 per annum. In-door and out-door uniform provided. No remuneration is given for the first month. Each nurse and each probationer has a separate bedroom. As an encouragement to thrift, all nurses and probationers are advised to join the Royal National Pension Fund for Nurses, and if after 3 years' training they are appointed on the staff, it is compulsory that they should take out a policy for not less than £7 10s. per annum, the hospital also taking out a similar policy for £11 5s. per annum, on their behalf, payable at 50 years of age. All probationers are required to join the Nurses' League, the subscription being as follows: 1st year, 5s.; 2nd year, 10s.; 3rd and subsequent years, 15s.

*Paying Probationers.*—20 Probationers between the age of 23 and 35 are received into the preliminary school and wards for a course of 12 months' training in medical and surgical nursing. This term may, however, be extended, should the pupil desire



it, at the discretion of the matron. Every lady who applies to be received as a lady pupil must agree to undergo not less than 1 year's consecutive training, but it must be distinctly understood that it rests with the matron to decide at the end of each quarter whether it is desirable in the interests of the hospital that she should continue her training. The matron, with the sanction of the treasurer and superintendent, may at any time terminate the engagement of a lady pupil. In such a case the proportion for the unexpired part of the £13 13s. paid (*see* below) will be returned. LECTURES.—Lady pupils are required to attend the lectures given to the probationers, the fee being 10s., and they also attend classes for instruction in Pharmacy and Dispensing, a fee of £1 1s. being charged for the course; and after each course of instruction they are required to present themselves for examination. Certificates are granted after not less than 1 year's consecutive training. The dress, work, hours of recreation are the same as the other probationers, with the exception that they have 4 weeks' holiday during the year. Paying Probationers are not required to take night duty during their year of probation. PREMIUM, £13 13s., each quarter payable in advance, for board and lodging, and £1 5s. a quarter for use of in and out-door uniform. Paying Probationers pay for their own washing. They are lodged in the Matron's House and are provided with separate bedrooms. There is a common sitting-room comfortably furnished.

For particulars of Guy's Hospital Trained Nurses' Institution see under NURSING INSTITUTIONS (page 220).

**Hackney Union Infirmary**, High Street, Homerton, S.E. Beds, 606. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 18 Staff Nurses; 9 Charge Nurses; 2 Midwives; 42 Probationers. Applicants are admitted throughout the year.

After a personal interview and 2 months' trial, candidates are received for 3 years' training, on the satisfactory completion of which they receive a certificate. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given on anatomy and physiology by the medical superintendent, the assistant medical officers, the matron and the assistant matron. Examinations are held annually in May. RECREATION, half-day weekly, 1 day monthly and 2 weeks' holiday in the year for probationers, or 3 weeks' for nurses and charge nurses. SALARY, probationers, 1st year, £10; 2nd year, £16; 3rd year, £24. Nurses, £24, rising £1 annually to £30. Sisters, from £30 to £36. Laundry and in- and out-door uniform are provided. A separate bedroom is provided

for each nurse, and, as far as possible, for each probationer. Pensions under the Poor Law Superannuation Act are granted to nurses incapacitated by sickness or old age.

**Holborn Union Infirmary**, Archway Road, N. Beds, 625. MATRON ; ASSISTANT MATRON ; 12 Head Nurses ; 1 Night Superintendent ; 35 Nurses ; 13 Probationers. Applicants are admitted throughout the year.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, health and physique. LECTURES are given by the medical superintendent and assistant medical officer, and class instruction by the matron. Examinations are held annually. A certificate is granted after examination and satisfactory completion of engagement. After 1 year's service, probationers are promoted (if efficient) to the rank of staff nurse. RECREATION, 3 hours daily, 1 day a month, 2 weeks' holiday in the year. SALARY, Probationers 1st year, £15; 2nd year, £20; 3rd year, £21, and £2 in lieu of beer; Nurses £20 to £25; Head Nurses, £25 to £30. Laundry and indoor uniform provided.

**King's College Hospital**, Portugal Street, Lincoln's Inn, W.C. Beds, 220. MATRON ; ASSISTANT MATRON and HOME SISTER ; 1 Office Sister ; 1 Night Sister ; 8 Ward Sisters ; 18 Staff Nurses ; 40 Probationer Nurses (5 of these are paying or special probationers) ; 12 Nurses as extra staff. Applications average about 900 yearly. Number of vacancies varies.

After a personal interview (Thursdays, 10.30 to 12.30) and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and produce evidence as to character, education, health and physique. Unless unsuited for the position, probationers receive the appointment of staff nurse at the end of their second year. LECTURES are given from November to July each year on anatomy, physiology, medical, obstetric and surgical nursing by members of the medical staff on Fridays, and classes are held by the Asst. Matron in connection with this instruction. Examinations are held in January and July. A certificate is granted on the satisfactory completion of training. The certificates given are of varying grades, so as to embrace those practical nurses who show to greater advantage in the wards than on examination papers. RECREATION, 4 hours daily ; probationers, 1 day monthly ; staff nurses (day duty), Saturday, 4.30 P.M. to Monday, 10 A.M., or (night duty) 2 nights monthly ;

3 weeks yearly, during 1st and 2nd years; 4 weeks yearly, during 3rd and subsequent years. Sisters have 5 hours on alternate days, 2 days a month, and 6 weeks' holiday in the year. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £30; 5th year, £33; and 6th year, £36. Sisters, £35 to £50. 2s. a week is allowed for laundry, and in- and out-door uniform are provided. Cubicle sleeping accommodation. Nurses give and receive 1 month's notice.

*Special Probationers* are in all respects treated in the same way as probationer nurses, except that they pay for their training 10 guineas a quarter for the 1st year and 5 guineas a quarter for the 2nd. At the end of the 2nd year, if approved by the committee, a special probationer is appointed unpaid staff nurse.

The hospital is federated with the Royal National Pension Fund for Nurses.

**Lambeth Workhouse Infirmary**, Brook Street, Kennington Road, S.E. Beds, 622. MATRON, FIRST ASSISTANT MATRON, SECOND ASSISTANT MATRON; 2 Night Superintendents; 1 Home Sister; 16 Charge Nurses; 63 Nurses and Probationers. Vacancies average 20 yearly.

After application to the matron by letter, a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce a medical certificate of health and satisfactory evidence of character and education. Certificates are granted after passing examinations and satisfactorily completing engagement. Class instruction is given by the medical officers and the matrons; and instruction in the wards by the charge nurses. Examinations are held yearly about May. A course of lessons in sick cookery given annually. Certificates are awarded to those who pass examinations satisfactorily. RECREATION, charge nurses weekly 1 afternoon 2 to 5; 1 evening 6 to 10; 1 half-day 2 to 11; whole day every 4th week; 3 hours Sunday. Nurses and probationers weekly 2 afternoons 2 to 5; 1 evening 6 to 10; 3 hours Sunday; fortnightly  $\frac{1}{2}$  day; monthly whole day. SALARY, 1st year, £7; 2nd year, £15; 3rd year, £20. Nurses, £22 to £26; charge nurses, £30 to £35 per annum. Laundry and indoor uniform provided. Nurses and probationers have a separate bedroom.

**Lewisham Infirmary**, High Street, Lewisham, S.E. Beds, 401. MATRON, 2 ASSISTANT MATRONS; 6 Sisters; 1 Night Superintendent; 13 Nurses; 14 Probationers. Applications amount to about 120 yearly, and vacancies to 15,

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Certificates are granted after passing an examination and satisfactorily completing engagement. Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. After passing an examination at the end of the first year, probationers are promoted to staff duty. Class instruction is given by the medical officers and the matron and assistant matrons. Examinations are held in June and December. A lying-in ward is attached in which nurses, after completing their training, may do lying-in work under the midwife. RECREATION, probationers, 2 hours daily; half-day fortnightly; 1 day monthly; 2 weeks' holiday in the year. Nurses, 4 hours on alternate days; half-day fortnightly; 1 day monthly; 3 weeks' holiday in the year. Head nurses,  $4\frac{1}{2}$  hours on alternate days; half-day weekly; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Head nurses, £30 to £36. Nurses, £25 to £30. Laundry and indoor uniform are provided. Each nurse has a separate bedroom; but probationers have not.

**London Homœopathic Hospital**, Great Ormond Street, Bloomsbury, W.C. Beds, 100. LADY SUPERINTENDENT OF NURSING; 6 Sisters; 14 Staff Nurses; 17 Probationers; 20 Private Nursing Staff.

After a personal interview and 2 months' trial, applicants are received for 4 years' training. Candidates may not be less than 22 years of age, and must produce evidence as to character, education, health and physique. They receive theoretical and practical instruction from members of the medical staff as well as from the matron and sisters, and will be subject to examination in the instruction received during the 1st and 2nd years. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours every 2nd day; 1 day in the month from 10 A.M. to 10 P.M.; 3 weeks' holiday yearly. They must attend divine service in the hospital on Sunday. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18. Laundry and a certain amount of uniform are provided.

A private nursing staff is attached to the hospital, and as vacancies occur, nurses who have completed their training are eligible for appointment upon it. (See under NURSING INSTITUTIONS, page 223.)

**London Hospital (The)**, Whitechapel Road, E. Beds, 800. MATRON; 2 Assistant Matrons; 3 Night Superintendents; 65 Sisters; 73 Staff Nurses; 221 Regular and Paying Probationers. This



makes the total of *hospital* staff 364. There are 168 nurses on the *private* staff, making the complete total 532. The number of nurses necessarily varies from time to time in the different capacities in which they serve, according to vacancies, promotions, etc., but the total number in the service of The London Hospital remains about the same. Applications average 2000, and vacancies 140 yearly. Two classes of Probationers are accepted for training—Paying and Regular Probationers.

*Paying Probationers*, who should be between 22 and 40 years of age, are admitted for periods of 3 months on payment in advance of 13 guineas, to cover everything, and an allowance up to 2s. 6d. a week is made to them for washing in the Hospital Laundry. These engagements may be renewed indefinitely upon the same terms according to mutual agreement. No difference is made in work, status, or accommodation between paying and regular probationers, except that the former are not required to take night duty unless they express a wish to do so. By special arrangement, a paying probationer who is within the limit of age (22 to 33 years) may, after a period of training, be transferred to the list of regular probationers. Paying probationers attend all lectures and may sit for the examinations, but they do not receive any certificate for less than 2 years' training, and then only if they have done the term of night duty which may be required of them.

*Regular Probationers*.—After a personal interview and 1 month's trial, applicants are received for 2 years' training with an obligation on their part to remain in the service of the hospital for four years, either in the wards or upon the private nursing staff. Candidates should be between 23 and 33 years of age, and must give satisfactory evidence as to health and physique, with two references as to character. LECTURES are given by the visiting staff and matron upon elementary physiology and anatomy, and upon nursing (general details, and medical and surgical nursing). Classes are held, and practical instruction is afforded in bandaging and in sick-room cookery. At the conclusion of each course an examination is held by an outside examiner, and prizes are awarded upon the results of the competition. A certificate is granted upon completion of training and passing examination. RECREATION, 3 hours daily; one day fortnightly; a week's holiday at the end of each period of 6 months. On completion of 2 years' training a full month's holiday is allowed. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £20. Up to half a crown a week is allowed for laundry. A certain amount of indoor uniform is provided, and material for 3 print dresses and 3 caps.

*Pupil Probationers*.—In 1895 the matron initiated, and the House Committee sanctioned, a scheme for selected candidates desirous of

becoming regular probationers to be received for periods of 6 weeks' preliminary instruction before they are admitted to the wards. Tredegar House, 99 Bow Road, was secured and adapted for this purpose, where the pupil probationers reside under the immediate supervision of the sister-in-charge. Instruction, board and lodging is provided free of expense to pupil probationers, and an allowance up to 2s. 6d. a week made for washing. The house is well furnished, and the arrangements in it have been planned with a view to the comfort of its inmates. Pupil probationers receive instruction in, and are required to perform, such household duties as will fall to their lot when admitted to the wards. These include sweeping and dusting, but not the cleaning of grates or scrubbing. They are expected to become proficient in sick-room cookery, in the art of bandaging, and in such details of practical nursing as can be taught before actual attendance upon the sick. They attend classes upon elementary physiology, anatomy, and hygiene, and are urged to make the most of their opportunities, and to take pains to fit themselves for the duties in the wards which they are shortly about to undertake. A pupil probationer who is not retained in the preliminary training home, or who is not appointed after her month's trial in the hospital, is required to pay 10s. for the uniform material provided by the hospital.

There is a private staff in connection with the hospital, for particulars of which see under NURSING INSTITUTIONS (page 224).

The London Hospital is the largest general hospital in the kingdom, and its nursing staff numbers over 360. Each member of it is provided with a separate bedroom; the nurses' home which is of modern construction, is furnished with good bathrooms, and the domestic arrangements are comfortable.

**London Temperance Hospital,** Hampstead Road, N.W. Beds, 120. MATRON; 6 Sisters; 1 Night Superintendent; 6 Staff Nurses; 24 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 or for 1 year's training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education and health. Whilst in the hospital, they must abstain from taking alcohol. LECTURES are given by the visiting staff on anatomy, physiology, and hygiene; and by the matron on nursing. *Three years' probationers* obtain certificate on satisfactorily completing engagement and passing examination. Examinations are held yearly. In addition an examination is held annually in practical nursing for which prizes are given by the senior physician and surgeon. RECREATION, 2 hours daily; 1 day off duty each month; and 3 weeks' holiday in the year.

PREMIUM, "three years' probationers," 30 guineas; "one year's probationers," £1 1s. a week quarterly in advance. SALARY, "three years' probationers," 1st year, *nil*; 2nd year, if appointed on the staff, £15; 3rd year, £20; "one year's probationers," *nil*. Uniform is not provided. One shilling and sixpence a week is charged for laundry. On satisfactorily completing their engagement, "one year's probationers" are eligible for a "nurse probationer's" certificate. Probationers on completion of second year's training and qualifying in marks receive a bronze medal and clasp; on completion of third year's training and qualifying in marks, a silver medal and clasp with their nurse's certificate. Lessons in dispensing are given to nurses in their third year if desired. Each sister and nurse has a separate bedroom.

**Metropolitan Hospital**, Kingsland Road, N.E. See p. 109.

**Middlesex Hospital**, Mortimer Street, W. Beds, 346.

LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 2 Night Superintendents. 10 Sisters; 105 Nurses (including 25 Ordinary Probationers); 12 to 20 Lady Probationers.

*Ordinary Probationers*.—After a personal interview, applicants are received, as vacancies occur, for a course of 3 years' training. Candidates should be between 23 and 27 years of age. LECTURES are given by Dr. Wethered and Mr. John Murray, members of the visiting and resident medical staff. Examinations are held, and after 3 years' satisfactory service, nurses are entitled to a certificate. RECREATION, 3 hours on 1 day in the week and on Sundays; one whole day in the month and  $\frac{1}{2}$  holiday weekly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year as full staff nurses, £18; 3rd year, £20; 4th year, £22; 5th and succeeding years, £24 per annum. Laundry is provided. Caps and aprons are also provided from the beginning of the training, and complete indoor uniform after the first year's probation.

*Lady Probationers* should be between 23 and 35 years of age. They are received for periods of not less than 6 months' training, but no certificate is granted to them for less than 1 year's instruction. They attend the lectures given to ordinary probationers: are exempt from any menial work, and are off duty every day from 3 to 6 P.M. PREMIUM, £1 1s. per week. They must provide their own uniform and laundry. After 5 years' service (or in some cases after 3 years), nurses considered eligible may join the Trained Nurses' Institute, receiving a higher rate of wages, and a commission on their earnings. For further particulars see under NURSING INSTITUTIONS (page 225).

**Mile End Infirmary**, Bancroft Road, N.E. Beds, 500. LADY SUPERINTENDENT; 1 Night Superintendent; 8 Head Nurses; 15 Nurses; 18 Probationers. Applications average 150, and vacancies 10 yearly.

After 2 months' trial, applicants are received for 3 years' training. Candidates must be over 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Medical Superintendent upon elementary anatomy and physiology and medical and surgical nursing; and classes are held by the Superintendent of Nurses, who also gives instruction in bandaging and dressing. Examinations are held yearly. A certificate is granted upon satisfactorily completing engagement. RECREATION, 1 half-day and 1 evening weekly; every 3rd Sunday; 1 day and night off once in 15 days when on night duty; 3 weeks' holiday yearly. (Nurses on night duty have  $2\frac{1}{2}$  hours daily.) PREMIUM, *nil*. SALARY.—Probationers, 1st year, £12; 2nd year, £16; 3rd year, £20; Nurses, £20 to £26 a year; Head nurses, £26 to £32. Laundry and indoor uniform are provided. Probationers may be promoted to the position of nurse after receiving their certificate.

**Poplar and Stepney Sick Asylum**, Devon's Road, Bromley, E. (Poor Law Establishment.) Beds, 820. MATRON; 2 ASSISTANT MATRONS; 2 Night Superintendents; 10 Sisters; 83 Staff Nurses and Probationers. Applications average about 60, and vacancies about 25 yearly.

After a personal interview with the matron and managers and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must be well educated, active, industrious, thoroughly trustworthy, of unexceptional character, and in good health. Theoretical instruction is given by the medical officers and matron; practical instruction by the assistant matrons and the sisters. Instruction in sick cookery is also given. Examinations are held in April and October. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, staff nurses and probationers, 2 hours every evening 2 P.M. to 4.30 P.M., twice a week; half a day, 2 P.M. to 10 P.M., once a week; whole day 7 A.M. to 10 P.M., every third week; off duty every Sunday for 4 hours, either 9.30 A.M. to 1.30 P.M., or 2 P.M. to 6 P.M., or 6 P.M. to 10 P.M.; sisters, 2 hours every evening; 4 hours twice a week, 2 P.M. to 6 P.M., or 6 P.M. to 10 P.M.; half a day once a week, 2 P.M. to 10 P.M.; 1 day every third week; and Sundays, 9.30 A.M. to 1.30 P.M., or 6 P.M. to 10 P.M.; sisters, 1 calendar month, staff nurses and probationers, 23 days' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Sisters, £30, increasing £1 a year to £35. Staff nurses, £25, increasing £1 a year to £28. Laundry and indoor uniform are provided. There is a superannuation fund for nurses incapacitated by old age, and in cases of sickness they are cared for in the asylum, and



paid their salary during the time. Nurses and probationers do not in every case have a separate bedroom.

**Royal Free Hospital**, Gray's Inn Road, W.C. Beds, 165. MATRON; SENIOR WARD SISTER; 10 Sisters; 38 Nurses and Probationers. Applications are very numerous, and the number of vacancies somewhat variable.

After a personal interview applicants may be received for 4 years' training (*ordinary probationers*), or for not less than 6 months' training (*special or paying probationers*).

*Ordinary probationers* are received after 3 months' trial for 4 years' training and service. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by a member of the medical staff upon physiology, and upon medical and surgical nursing. Examinations are held yearly, the last week in April, and prizes are given to the probationers who acquit themselves best. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly (day duty); 2 nights in 3 months (night duty); sisters, 4 weeks', 1st year probationers, 16 days', others, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £25. Nurses, £27, increasing £1 annually to £30; Sisters, £30, increasing £2 annually to £40. Laundry and indoor uniform are provided. Probationers on trial have to provide 3 dresses, 12 aprons and 3 caps similar to the hospital uniform. Separate bedrooms are provided for both nurses and probationers. The sisters are appointed as vacancies arise from amongst the nurses who have completed their training or from other hospitals. Sisters and nurses give and receive 3 months' notice. The hospital is federated to the Royal National Pension Fund for Nurses.

*Special probationers* must, except in special cases, be between 23 and 45 years of age, and must produce satisfactory evidence as to character. LECTURES.—As for ordinary probationers. RECREATION.—Similar to that of the ordinary probationers. PREMIUM, 13 guineas for each period of 3 months, payable in advance. Special probationers must supply themselves with 3 dresses, 3 caps, 12 aprons, collars, cloak and bonnet similar to the hospital uniform. If at the end of 6 months they desire to join the regular nursing staff, they may be allowed on the recommendation of the matron to do so, and their period of training will then date from the time of their entering the hospital as special probationers. They are not at liberty to resign during the first six months without special permission of the Board.

**St. Bartholomew's Hospital**, West Smithfield, E.C. Beds, Hospital, 674 ; Convalescent Home, 70. MATRON, ASSISTANT MATRON ; 29 Sisters ; 3 Night Superintendents ; 178 Staff Nurses and Probationers ; 27 Special Probationers.

*Ordinary Probationers.*—After a personal interview and a preliminary trial of at least 1 month, applicants are received for 4 years' training. The times for the commencement of the term of training are 1st February, 1st May, 1st August and 1st November. Candidates must be between 23 and 35 years of age. They have to pass a preliminary examination in which, besides satisfying the examiners that they possess general intelligence and have received a fair education, they must have an elementary knowledge of (1) the names of the bones of the skeleton ; (2) the structure and mechanism of the following joints: shoulder, elbow, wrist, hip, knee, ankle ; (3) the general situation of the viscera of the thorax, abdomen, and pelvis ; (4) the course of the circulation of the blood ; (5) the names of the various parts of the alimentary canal ; (6) the principal parts of the nervous system ; (7) the composition of the air ; (8) the structure and general use of thermometers ; (9) the signs and terms commonly used in prescriptions. They have also to pass a personal medical examination. The agreement entered into by a probationer is for 4 years, during 3 of which she is being trained. During the fourth year she serves as staff nurse. At the end of the first year's training probationers are required to pass an examination "in such matters as they have had an opportunity of becoming acquainted with since entering the hospital". If this examination is passed satisfactorily, and the candidates prove themselves otherwise efficient, they are employed as "staff probationers" for the rest of the 3 years. At the expiration of this time their knowledge is again tested by examination. During the second and third years they receive regular instruction in medical and surgical nursing from members of the hospital staff. At the end of the third year a certificate of competency is presented to those who, besides giving satisfaction in ward work, have passed both examinations creditably, and they are appointed staff nurses. Examinations are held in April and October. A gold medal, given by the Clothworkers' Company, is presented to the probationers who pass first in the final examinations. Valuable prizes in books are also given. RECREATION. —Sisters—3 hours alternate days, 2 to 10 P.M. fortnightly, 4 P.M. on Saturday to 12 noon on Monday monthly, and from 3 P.M. to 9 P.M. every alternate Sunday. Nurses and staff probationers—1st and 3rd week of every four, 6 to 10 P.M. (or 8.45 P.M. for staff probationers), twice in week, and 3 to 6 P.M. once ; 2nd week 6 to 10 P.M. (or 8.45 P.M.) once and 2 to 10 P.M. once in week ; 4th week one whole day and 6

to 10 P.M. (or 8.45 P.M.) once in week, and certain times on Sundays to attend church. Night nurses, 9 A.M. to 11 A.M. every day; 1 day a fortnight, 9 A.M. to 12.30 P.M., and 9.30 A.M. to 2.30 P.M. on the following day once a month; Sundays, 10 A.M. to 1 P.M. to attend church. Probationers in first year and on trial—1st and 3rd week in every four 6 to 8.45 P.M. twice and 3.45 to 6 P.M. once; 2nd week 6 to 8.45 P.M. once and 2 to 8.45 P.M. once; 4th week one whole day till 8.45 P.M. and 6 to 8.45 P.M. once in week; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20; 4th year, £30; afterwards as staff nurse, £35, 1st year, and £40 per annum subsequently. "A reasonable quantity" of washing and "a certain supply of dresses, caps, and aprons" are provided.

*Special probationers* are received for not less than 3 months, and must be, except under very special circumstances, between 21 and 40 years of age. Their duties in the wards are the same as those of the ordinary probationers. PREMIUM, £13 13s. a quarter. Laundry and uniform have to be provided.

There is a private nursing staff attached to the hospital, for particulars of which see under NURSING INSTITUTIONS (page 234).

**St. George-in-the-East Parish Infirmary**, Raine Street, E. Beds, 394. MATRON, ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 8 Sisters; 27 Probationers.

After a personal interview and trial of 2 months, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, health and education. LECTURES are given by the matron and medical officers. Several examinations are held during the first 2 years and a final one in the 3rd year. Certificates are granted. Silver and bronze medals are awarded. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20; as vacancies occur probationers are accorded the post of nurse at a salary of £22 rising annually to £26. An allowance is made in lieu of beer. Laundry and indoor uniform are provided.

**St. George's Hospital**, Hyde Park Corner, S.W. Beds, 351. MATRON, ASSISTANT MATRON; Night Superintendent; 23 SISTERS OF WARDS AND DEPARTMENTS, 117 STAFF NURSES AND PROBATIONERS.

After a personal interview and trial of at least 1 month, probationers are received for a period of 4 years. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, health, education and physique. The agreement entered into by a probationer is for 4 years, during 3 of which she is being trained; during the

4th year she serves as staff nurse. During the first year probationers are taught the elements of practical nursing by the matron, assistant matron and ward sisters, and at the end of the year are required to pass an examination in practical nursing. Until this examination is passed probationers will not be allowed to proceed with the 2nd year's course, and may at the discretion of the Nursing Committee come up for examination at the end of 6 months. If this examination be passed satisfactorily, nurses attend lectures—during their 2nd and 3rd years—on medical and surgical nursing given by members of the staff, and at the end of the 3rd year are again examined. Certificates are given to those who have passed an examination, whose practical work has been good, and whose general conduct has been satisfactory. These certificates are of 3 grades—"Qualifying," "With Credit," and "With Honour". Examinations are held: junior in February and September; senior in May and November. RECREATION.—Sisters, 2 to 4 hours daily; 28 hours monthly; 4 weeks yearly; nurses (3rd and 4th year), 2 and 4 hours on alternate days; 28 hours monthly; 3 weeks yearly; probationers, 2 to 3 hours daily; 28 hours monthly; 16 days yearly. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £22, and on passing final examination, £26 to £30 per annum. Indoor uniform is provided. Outdoor uniform is in part provided. An allowance is made for laundry expenses. Each nurse and probationer has a separate bedroom.

Pensions are given, after due consideration of each case, to nurses on the permanent staff, for faithful service. During sickness they are duly cared for in rooms specially set apart for the purpose.

**St. George's Union Infirmary,** Fulham Road, S.W. Beds, 776. MATRON, ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 14 Sisters; 76 Nurses and Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES and classes of instruction are given by the medical staff and home sister during the winter. A certificate is granted on passing examination and satisfactorily completing engagement. Provision has lately been made for nurses wishing to qualify for the L.O.S. certificate to go in turn for 3 months to the lying-in wards of the St. George's Union at Buckingham Palace Road Workhouse. RECREATION.—2 to 4.30 P.M. twice a week, 1 early evening from 4.30 to 7.30 P.M., 1 short evening from 7.30 to 10 P.M., 1 long evening from 4.30 to 10 P.M., which once a quarter may be extended to 12 o'clock. Every 4 weeks 1 whole day, 1 Sunday in 3, 1 Sunday



not out, from 10 A.M. to 1 P.M. and from 2 P.M. to 10 P.M. on the other two Sundays respectively; night nurses have 2 hours daily,  $4\frac{1}{2}$  hours on Sundays, and 2 nights off duty once a month. Probationers have 2 weeks annual holiday, nurses and sisters 3 weeks. SALARY, 1st year, £10; 2nd and 3rd years, £18. Nurses, £22 per annum, increasing by £2 yearly to £26. Sisters, £30 to £34. £3 beer allowance is also given. Laundry and indoor uniform provided. A new staff house has lately been built. Each probationer and nurse has a separate bedroom.

**St. Mary Abbott's (Kensington) Infirmary,** Marloes Road, W. Beds, 667. MATRON; ASSISTANT MATRON; 2 Night Superintendents; 16 Sisters; 49 Probationers; 2 Midwifery Nurses. Applications average 300, and vacancies 18 per annum.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, be at least 5 ft. 3 in. in height, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron on the general details of nursing; by the assistant medical officer on elementary anatomy and physiology; and by the medical superintendent on nursing and hygiene. Examinations are held twice a year, in May and November. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 hours on alternate Sundays; 3 weeks' holiday in a year for nurses; 2 weeks' for probationers; night nurses have  $2\frac{1}{2}$  hours daily and a whole day monthly. SALARIES.—Probationers, 1st year, £12; 2nd year, £15; 3rd year, £18; Sisters, £30, rising £2 10s. per annum to £35. Beer allowance, £3 10s. Laundry and uniform are provided. Each nurse has a separate bedroom, and each probationer a cubicle. Medical attendance is free to nurses during sickness.

There is a special Maternity department, where 8 probationers are trained annually, fee £10.

**St. Mary's Hospital,** Praed Street, Paddington, W. Beds, 281. MATRON; HOME SISTER; 1 Night Superintendent; 12 Sisters; 20 Staff Nurses; 56 Probationers; 9 Paying Probationers. Vacancies average 25 yearly.

*Ordinary Probationers.*—After personal interview (Tuesdays, 12.30 to 1.30) and 3 months' trial, applicants are received for 3 years' training, and are required to serve the hospital for a further year as staff nurse. Candidates must be from 23 to 35 years of age, of average height and physique, unmarried or widows. They must produce their birth certifi-



cate, and furnish satisfactory evidence as to character, education and aptitude for sick nursing. Candidates are examined as to their health and physical fitness by the hospital medical officer, and if accepted are required to furnish a certificate of having been vaccinated within the previous 12 months. LECTURES are given by the visiting staff on medical, surgical and obstetric nursing. A certificate is granted on satisfactorily completing engagement. Probationers if appointed have at their own expense to provide for the first year's uniform. RECREATION, sisters and nurses, every other evening; probationers, 2 hours daily; sisters, additional 2 hours off every Saturday. All have  $\frac{1}{2}$  day alternate Sundays, 3 hours other Sunday, 1 day each month. Nurses and probationers have 3 weeks' holiday in a year, sisters, 1 month. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18; 4th year, £30. Laundry and indoor uniform provided after first year.

*Paying Probationers.*—A limited number of probationers are received for 1 year's training. Duties the same as those performed by ordinary probationers in their first year. They are allowed to attend all the lectures given to the ordinary probationers. PREMIUM, £30, or if separate bedroom is required £50, payable quarterly in advance. SALARY, *nil*. Laundry and uniform not provided.

The hospital is affiliated with the Royal National Pension Fund for Nurses.

**St. Mary Islington Infirmary**, Highgate Hill, N. Beds, 800. MATRON; ASSISTANT MATRON; HOUSEKEEPER; 14 Sisters; 2 Night Superintendents; 6 Staff Nurses; 78 Probationers. Applications average 150, and vacancies 25 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education and health. Certificates are granted. LECTURES are given by the medical superintendent, and classes on practical nursing by assistant matron. Examinations are held twice yearly, and bronze medallions are granted at the end of 1st year's satisfactory service. RECREATION, probationers, 2 hours daily, 1 evening weekly, 1 day monthly, 2 weeks yearly; nurses, 2 hours daily,  $\frac{1}{2}$  day fortnightly, 1 day monthly, 2 weeks yearly; sisters, 2 hours daily,  $\frac{1}{2}$  day weekly, 1 day monthly, 3 weeks yearly. SALARIES, 1st year, £6; 2nd year, £12; 3rd year, £18; nurses, £26 to £30; sisters, £32 to £38 per annum. Laundry and in- and out-door uniform provided. Each nurse has a separate bedroom.

**St. Marylebone Infirmary**, North Kensington, W. Beds, 744. MATRON; 2 ASSIST. MATRONS; 2 Night Superintendents; 12 Ward

Sisters; 40 Nurses; 28 Probationers. Applications average 300 to 400, and vacancies 28 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training, 1st year in the home, 2nd and 3rd years attached to the infirmary staff as ward nurses, and are trained for workhouse infirmary nursing, not for private work. Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique (doctor's certificate required). LECTURES are given by Dr. Lunn, the medical superintendent, upon anatomy, physiology, foods, etc. Class instruction is given by the Home Sister; practical instruction in nursing by the Ward Sisters; and the final examination is given by an outside examiner. Probationers are promoted to higher posts in the infirmary as occasion arises. A certificate is granted at the end of the third year if the period of training has been satisfactorily passed. RECREATION, 2 hours, 4 times a week, and 4½ hours once weekly; 1 day monthly; night nurses, 1½ hours daily; half-day and night monthly; probationers, 3 weeks', head nurses, 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20; 3rd year, £21, rising to £25. Laundry and indoor uniform are provided. The Nightingale Fund gives all probationers a gratuity of £2 for 1st and 2nd years of satisfactory service, with a letter of approval.

The nurses, when temporarily ill, are nursed in the Home, and if sick-leave is considered necessary for them during convalescence, it is always granted. Many of the nurses belong to the Royal National Pension Fund.

**St. Olave's Union Infirmary**, Lower Road, Rotherhithe, S.E. Beds, 640. (Training School established in 1893.) MATRON; 2 ASSIST. MATRONS; 1 Night Superintendent; 1 Male and 16 Female Charge Nurses; 43 Probationers; 3 Male Nurses. Applications average 280 yearly, vacancies 15.

After application by letter to the clerk to the guardians (offices, 283 Tooley Street, London Bridge, S.E.), a personal interview with the matron and engagement by the committee of the infirmary, subject to the approval of the guardians and the Local Government Board, applicants are received for a course of 3 years' training. Candidates must be between 21 and 30 years of age, must be well educated, and of good physique. LECTURES and practical instruction are given by the medical staff and by the matron. Examinations are held annually by independent authorities. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2¾ hours daily; 1 half-day monthly (up to 11.30 P.M., on applying to the medical superintendent of the infirmary); 1 whole day monthly; 7 days' leave after 6

months' service, and 14 days' leave annually after 12 months, for probationers; and 7 days' annual leave after 6 months, and 21 days' after 12 months, for charge nurses. **PREMIUM**, *nil*. **SALARY**.—Probationers, 1st year (including 3 months' trial), £12; 2nd year, £16; 3rd year, £20; Charge Nurses, £30, rising £2 10s. per annum to £35; Male Nurses £35, rising £1 per annum to £40. Male Charge Nurse, £40 per annum, rising £1 annually to £45. An allowance of £4 per annum is made to all classes in lieu of beer. Laundry and materials for indoor uniform are provided. Promotions are made as far as practicable from the ranks of probationers. Each charge nurse and probationer has a separate bedroom. Pensions under the Poor Law Superannuation Act are granted to nurses incapacitated by sickness or old age. Nurses are not sent out to private cases.

**St. Pancras Infirmary**, Dartmouth Park Hill, N. Beds, 570. **MATRON**; **ASSISTANT MATRON**; 2 Night Superintendents; 9 Sisters; 3 Assistant Sisters; 6 Assistant Charge Nurses; 50 Probationers. Applications average 200, and vacancies 17 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. **LECTURES** are given by the medical superintendent, assistant medical superintendent, the matron, assistant matron and night superintendents. Examinations are held twice yearly. A certificate is granted after passing examinations and satisfactorily completing engagement. **RECREATION**, 2 hours daily, half-day fortnightly, 1 day monthly. Probationers receive 16 days, staff nurses 3 weeks' and sisters 4 weeks' holidays in the year. **PREMIUM**, *nil*. **SALARIES**, 1st year, £6; 2nd year, £15; 3rd year, £18; Assistant Charge Nurses, £26; Sisters, £28 to £32. Laundry, indoor and outdoor uniform and text-books provided. Each nurse has a separate bedroom, probationers do not.

**St. Thomas's Hospital.** (See Nightingale Fund, page 226.)

**Seamen's Hospital**, Greenwich, S.E. Beds, 225. **MATRON**; 1 Home Sister; 1 Night Sister; 4 Ward Sisters; 1 Out-Patient Sister; 17 Staff Nurses; 21 Probationers; 2 Male Nurses. Applications average 200, and vacancies 11 yearly.

*Ordinary Probationers* are selected from among the daughters of professional or business men. After a personal interview and 2 months' trial, applicants are received for 4 years' training (including 1 year in

a London hospital for women and children). Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique, three certificates being necessary, health, dental, and re-vaccination. During their training nurses are instructed by systematic courses of lectures held during the winter and spring. LECTURES are given by the medical and surgical staff and include courses in medicine, surgery, gynaecology, diseases of children, and tropical diseases; nursing lectures are given by the matron. Examinations are held at the expiration of each course and each nurse is required to reach a certain standard of efficiency. Certificates are given upon satisfactory completion of engagement. RECREATION, 2 hours daily five days, and 4 hours on one day of the week; 3 hours on Sundays; 1 day monthly from 7 P.M. the night before; 2 weeks' holiday 1st year; 2nd year, 3 weeks; 3rd year, 4 weeks. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £20; Nurses £25. Laundry and indoor uniform are provided. Nurses and probationers do not have separate bedrooms. Nurses are assisted to join the Royal National Pension Fund, and pensions are also given on the merits of the case to old employees.

*Paying probationers* are received for 1 year's training. At the end of the year they may continue as ordinary probationers if considered suitable. PREMIUM, 25 guineas per annum. They have no special privileges as regards work, but the ordinary regulations as to age are not so strictly observed.

**Shoreditch Infirmary**, 204 Hoxton Street, N. Beds, 515. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 1 Midwife; 8 Ward Sisters; 20 Nurses; 1 Ambulance Nurse; 24 Probationers. Applications average 80 and vacancies 24 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron on anatomy, physiology and nursing, and practical class instruction by the assistant matron and home sister. Examinations are held after each course, and certificates are granted after satisfactorily completing engagement. The final examination is held by a member of the staff of a large London hospital. Probationers have the opportunity of seeing midwifery cases under the supervision of a trained midwife, and acquainting themselves with the duties of monthly nursing; several have gained their L.O.S. certificate. RECREATION, sisters,  $\frac{1}{2}$  day weekly; 2 evenings weekly; long day monthly; staff nurses,  $\frac{1}{2}$  day



weekly; 1 evening weekly; long day monthly; probationers, half-day weekly; 1 afternoon weekly; long day once a month; Sunday leave, sisters and staff nurses alternately, from 3.15 P.M. to 10.30 P.M.; probationers alternately from 10 A.M. to 5 P.M. Night nurses are allowed 1 night off every 3rd week. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £15; 3rd year, £18; Nurses, £22 to £28; Sisters, £28 to £34 per annum. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom with the exception of 4 who share rooms.

**Southwark Infirmary**, East Dulwich Grove, S.E. Beds, 786. MATRON; 2 ASSISTANT MATRONS; 2 Night Superintendents; 12 Charge Nurses; 75 Probationers (senior and junior). Average number of vacancies yearly, 26.

After a personal interview and 2 months' trial, candidates are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificate is not granted unless the terms of the agreement to remain 3 years in the service of the Board are fulfilled by the nurse and she has passed the final examination. LECTURES are given by the medical staff on elementary anatomy, physiology, medicine, and surgery; by the first assistant matron on nursing; and practical classes are held by the second assistant matron. Examinations are held in May. A certificate is given at the end of this training, after passing a satisfactory examination conducted by a member of the staff of a London hospital. RECREATION, 2 afternoons and 1 evening or half-day in alternate weeks; Sundays, 3 hours, morning or evening, or half-day every third Sunday; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd, £14; 3rd, £18. Probationers who have completed their third year and gained a certificate are eligible to be retained on the staff as staff nurses, at salary of £20 rising £2 10s. per annum to £25. Laundry, indoor uniform and library are provided. Each nurse has a separate bedroom; probationers share a room.

**University College Hospital**, Gower Street, W.C. Beds, 200. MATRON; 1 Night Superintendent; 12 Sisters; 38 Nurses; 37 Probationers; 2 District Nurses; 1 masseuse.

After a personal interview and 1 or 2 months' trial, applicants are received for a course of not less than 3 years' training. Candidates should be between 23 and 33 years of age (paying probationers 23 to 35), and must produce satisfactory evidence as to character, health and

vaccination within the preceding 12 months. LECTURES are given by two members of the staff on anatomy and physiology. Practical instruction is given by the home sister, and examinations will be held in June. Certificates are granted upon passing examinations both theoretical and practical, and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 free evening a week; 1 day a month; 3 weeks' or 4 weeks holiday in the year. PAYING PROBATIONER'S PREMIUM.—1st year, £30; 2nd year, free; 3rd year, a salary of £18 is paid. ORDINARY PROBATIONER'S SALARY.—During the 3 years' training, 1st year, £8; 2nd year, £12; 3rd year, £16; Nurses, £24 to £27; Sisters, £35 to £50. Laundry and uniform are provided.

Paying probationers are bound for 3 years; non-paying probationers for 4 years. No private staff at present. Each nurse has a separate bedroom.

**Wandsworth and Clapham Union Infirmary,** St. John's Hill, New Wandsworth, S.W. Beds, 618. MATRON; ASSISTANT MATRON; 2 Staff Nurses; 10 Charge Nurses; 61 Probationers. Applications average 150 yearly.

After a personal interview and from 1 to 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given on elementary anatomy and physiology by the medical officers, and on nursing by the matron. Examinations are held yearly. A certificate is granted after passing examination. RECREATION, 3 hours daily; 1 whole and 1 half-day monthly; 1 week after 6 months' service, 2 weeks after 12 months, 3 weeks after 2 years; Sisters have 4 weeks annually. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd and 3rd years, £18 per annum; Nurses, £22 to £26; Charge Nurses, £26 to £32. Laundry and indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom.

**West London Hospital,** Hammersmith Road, W. Beds, 159. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 5 Staff Nurses; 40 Probationers. Applications average 800, and vacancies 12 yearly.

After a personal interview and 1 month's trial or longer, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character and education, and pass a medical examination as to health. LECTURES are given on medical and surgical nursing by the medical staff. Examinations are held twice yearly. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' for probationers,

2½ weeks' for assistant nurses, and 3 weeks' for head nurses holiday yearly. PREMIUM, 2 guineas for month's trial. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; Staff Nurses, £24 to £30; Sisters, £30 to £42. These salaries include £2 allowance for uniform. Laundry is provided. Nurses do not have separate bedrooms. The Matron may be seen on any week-day at 11 o'clock. All communications requiring answers must contain stamped addressed envelopes.

**Westminster Hospital.** Beds, 205. LADY SUPERINTENDENT; 1 Night Superintendent; 10 Sisters; 39 Staff Nurses; 26 Probationers.

After a personal interview and 2 months' trial, applicants are received for a 4 years' engagement. Certificates are granted at the time of quitting the service to such nurses as have completed their training and have proved satisfactory. Candidates must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. SALARIES, 1st year, *nil*; 2nd year, £20; 3rd year, £22; 4th year, £24; Private nurses, £30 per annum, rising yearly to a maximum of £40. Laundry and indoor uniform are provided. For further particulars see also the Westminster Home for Nurses, page 238.

**Whitechapel Infirmary,** Vallance Road, E. Beds, 590. MATRON AND SUPERINTENDENT OF NURSES; ASSISTANT MATRON; 1 Night Superintendent; 4 Head Nurses; 28 Staff Nurses; 10 Probationers; 1 Receiving Ward Nurse; 2 Male Lunatic Attendants; 2 Male Attendants.

After personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age. They must be well educated, active, industrious, thoroughly trustworthy, of unexceptional character, and in good health. LECTURES are given on nursing and hygiene and on elementary anatomy and physiology by the medical officers, and on nursing by the matron. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 4 and 8 hours weekly; with 15 days' holiday at end of 1st year, and 21 days at end of 2nd year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £18. Laundry and indoor uniform provided. The training is specially adapted for those who propose to undertake infirmary work. Probationers during the currency of the 2nd year of training, who have shown themselves proficient, are promoted as vacancies occur to the post of nurse, the salary for which is £22 a year, rising £1 annually to a maximum of £26. An allowance of £4 a year is made in lieu of beer. Laundry and indoor uniform provided. Each Nurse has a bedroom to herself.

## ENGLAND AND WALES.

**Ashton-under-Lyne District Infirmary.** Beds, 100. MATRON; 1 Night Superintendent; 3 Sisters; 1 Theatre Nurse; 14 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should not be less than 22 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES on anatomy and physiology are given by the resident medical officer and on nursing by the matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; every Sunday alternately from 9.30 A.M. until 1 P.M., or from 1.30 to 9.30 P.M.; 1 day monthly; 16 days' holiday yearly; Sisters, 3 weeks' holiday every year, and one whole day monthly. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18. No remuneration is given for the trial months. Indoor uniform is supplied.

**Bath.—Royal United Hospital.** Beds, 130. MATRON; MATRON'S ASSISTANT; 1 Night Superintendent; 6 Sisters; 15 Ordinary Probationers; 4 Paying Probationers; 25 Private Staff Nurses. Applications about 85 to 100, and vacancies 6 to 10 yearly.

*Ordinary Probationers.*—After a personal interview and 3 months' trial, applicants are received for 3 to 4 years' training. The 4th year will at the discretion of the Board be spent either in Hospital as a Staff Nurse or on the Private Nursing Staff. Candidates must be between 23 and 30 years of age (or over under exceptional circumstances), and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and the resident staff upon medical and surgical nursing, anatomy, physiology and massage. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours alternate days; 2 to 8.45 P.M. fortnightly; 1 day monthly; sisters, 1 calendar month; 3rd and 2nd year staff, 22 days; probationers, 15 days' holiday in the year. Three year nurses pay a premium of £20. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £10; 4th year, £15 or more; Nurses, £20 to £25; Sisters, £30 to £40 per annum. Laundry is provided; indoor uniform the 2nd and 3rd years. Cubicle sleeping accommodation.

*Paying Probationers.*—A few probationers are taken for 1 year with the understanding that they may remain on for 2 years longer if they like, and get a certificate. PREMIUM, 1 year, £12 10s.; 2 years, £25; 3 years, £30. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £10.



The Handley gold and silver medals are given annually to the 2 nurses who distinguish themselves at their final examinations, and have the highest marks for general good conduct and work during the 3 years.

Nurses are encouraged to join the Royal National Pension Fund for Nurses.

There is a private nursing staff connected with the institution. See under NURSING INSTITUTIONS (page 239).

**Bedford County Hospital.** Beds, 100. MATRON; 1 Night Superintendent; 4 Sisters; 5 Staff Nurses; 12 Probationers.

After a personal interview and 1 month's trial (longer if necessary), applicants are received for 3 years' training. Candidates must not be under 21 years of age, and must produce satisfactory evidence as to character, health, physique and education. LECTURES are given by the house surgeon and matron. Examinations are held about March. Certificates are granted after satisfactorily completing engagement. RECREATION, probationers and staff nurses, 2 hours daily and 1 day monthly. In addition staff nurses receive 4 hours weekly; sisters, 4 hours twice a week. Probationers receive 2 weeks', and staff nurses and sisters 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; sisters, £28 to £35. Laundry is provided, and indoor uniform to sisters. Each nurse and probationer has a separate bedroom.

**Birmingham General Hospital.** Beds, 329. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 1 Home Sister; 15 Sisters; 18 Staff Nurses; 1 Massage Nurse; 66 Probationers. Applications average 600, and vacancies 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce evidence as to character, education, health (medical examination before acceptance) and physique; minimum height, 5ft. 2 in., minimum weight, 8 stones. LECTURES are given by the medical and surgical staff and the matron upon elementary physiology, medical nursing, elementary anatomy and surgical nursing. A certificate is granted upon satisfactorily completing engagement and passing examinations. Examinations are held once a year. RECREATION.—Sisters, 3½ and 3 hours on alternate days; Saturday at 2 to Monday at 9, monthly; 4 weeks annually; nurses, 2½ and 2 hours on alternate days; 3 weeks annually; staff nurses, a whole day monthly. PREMIUM, £21. Under special circumstances probationers are accepted for 4 years' training without premium. SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £18. Staff nurses receive from £24 to £28 per annum, and sisters from £30 to

£36 per annum. Laundry and indoor uniform (including caps and aprons) are provided. All nurses and probationers have separate bedrooms in the Nurses' Home.

**Birmingham.—Queen's Hospital.** Beds, 130. MATRON; NIGHT SUPERINTENDENT; 8 Sisters; 14 Day and Night Nurses; 14 Probationers.

Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are received for training. LECTURES are given by the matron and by the hon. staff. Certificates (for 3 years' training) are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; "long pass" (3 to 10 P.M.) one day weekly and every alternate Sunday; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20. Thereafter, £22 to £28. Laundry, indoor, for all; and outdoor uniform for private staff is provided.

Nurses may be sent out in charge of private cases. (For particulars of Private Nursing Staff, see page 242.) Nurses are promoted to posts in the hospital according to their suitability. Three months' salary is allowed to nurses in cases of serious illness.

\* **Birmingham.—The Infirmary.** Beds, 1540. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 27 Sisters; 40 Nurses; 40 Probationers. Applications average 400, and vacancies 13 yearly.

Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. A personal interview is desirable, and after 2 months' trial, applicants are received for a course of 3 years' training. LECTURES are given by the visiting staff upon physiology, anatomy and hygiene; and on practical nursing by the matron and assistant matron. Examinations are held in May and November. First, second and third class certificates are granted upon passing examination, and satisfactorily completing engagement. A course of midwifery may be taken by nurses after their 3rd year's training. RECREATION.—Probationers, 2½ hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses have in addition 1 evening weekly. Sisters, 3 hours daily; 1 evening weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £20. SALARIES.—Probationers, 1st year, £10; 2nd year, £15; 3rd year, £18; Sisters, £28, rising to £32 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Blackburn and East Lancashire Infirmary.** Beds, 102. MATRON; ASSISTANT MATRON; 5 Sisters; 1 Night Superintendent; 20 Probationers; 6 Private Staff Nurses. Applications average 50, and vacancies about 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 4 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Senior House Surgeon and the Matron upon physiology, medical and surgical nursing, on ward work, feeding and care of the sick. Examinations are held at the end of the 1st and 3rd years. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; 2 half-days weekly; 3 weeks' holiday in a year. PREMIUM, £10 10s. SALARIES, 1st year, £10; 2nd year, £18; 3rd year, £20; 4th year, £25; private nursing staff, £30 to £40; sisters, £32 to £40. Laundry and indoor uniform are provided and outdoor uniform to private nurses. Each nurse and probationer has a separate bedroom.

There is a private nursing staff connected with the institution. See under NURSING INSTITUTIONS (page 242).

**Bolton Infirmary.** Beds, 110. MATRON; 1 Night Sister; 6 Sisters; 6 Nurses; 12 Probationers. Applications about 150; vacancies average 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must not be under 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. medical staff, or house surgeon, and matron. Examinations are held each Spring. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and uniform are provided. Sisters are sometimes selected from amongst the probationers after 3 years' training.

**Bootle Borough Hospital.** Beds, 103. MATRON; 4 Sisters; 13 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce evidence as to character, education, health and physique. During the 3 years, probationers receive theoretical instruction from the honorary staff and senior house surgeon. A cer-

tificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 and 3 hours daily; 1 day monthly; sisters, 3 weeks', probationers, 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Probationers, if appointed after a month's trial, "must provide their own uniform, for which at the end of their 1st year, 1 guinea is paid to them as the probable cost of the same". Laundry is provided.

**Bradford Royal Infirmary Training School for Nurses**, Bradford, Yorkshire. Beds, 220. MATRON; 1 Night Supt.; 9 Sisters; 41 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be from 21 to 32 years of age, and must produce certificates of health and moral character. LECTURES are given by the visiting staff on elementary anatomy and physiology, medical and surgical nursing, and special tutorial instruction in nursing by the night superintendent and home sister. Examinations are held on these subjects and medals given to the most proficient. Certificates are given on satisfactory completion of engagement. Instruction is given in sick cookery to probationers in their 2nd year. RECREATION, 2 hours daily; 3 hours every Sunday; a whole day once a month; probationers in 1st year, 16 days' holiday, 2nd and 3rd years, 23 days. These regulations are subject to the requirements of the hospital. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £10; 3rd year, £10. No remuneration is given for the trial months. Laundry and indoor uniform are provided. A Nurses' Home is attached providing separate bedrooms for 50 nurses.

**Bradford Union Hospital.** Beds, 420. LADY SUPER-INTENDENT; ASST. MATRON; 1 Night Superintendent; 1 Home Sister; 6 Ward Sisters; 2 Staff Nurses; 33 Probationers. Applications average 90, and vacancies 10 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting medical staff upon anatomy and physiology, and by the lady superintendent upon practical nursing. Sick cookery is also taught to probationers in their second year. Three months are spent in the maternity wards. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day monthly; 3 weeks yearly; sisters have 1 day monthly instead of half-day. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; nurses, £25 to £30;



sisters, £36 per annum. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

**Brentford Union Infirmary,** Isleworth, Middlesex. Beds, 312. MATRON; ASSISTANT MATRON; 6 Ward Sisters; 1 Night Superintendent; 1 Massage Sister; 1 Sister Midwife; 2 Pupil Midwives; 13 Nurses; 10 Probationers. Vacancies average 8 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the medical officers on anatomy, physiology, etc., and they also give clinical instruction. The matron holds classes on nursing, bandaging, etc., and special instruction is given in Massage. Examinations are held yearly in June, the final examination being held by an outside examiner. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly for all. Ward sisters and nurses have in addition 3 hours weekly. Holidays.—Probationers and nurses, 3 weeks; ward sisters, 4 weeks yearly. PREMIUM, *nil*. SALARIES.—1st year, £5; 2nd year, £10; 3rd year, £20; nurses, £22 to £28; ward sisters, £30 rising £2 a year to £36. Probationers after satisfactorily completing their first year are promoted to be nurses as vacancies occur. Laundry and indoor uniform are provided, and textbooks are partly provided. Each nurse and probationer has a separate bedroom. Four pupil midwives are trained during the year who give their services for 6 months in return for board, lodging, washing and instruction from the sister midwife. Candidates should be trained nurses.

**Brighton.—Sussex County Hospital.** Beds, 190. MATRON; ASSISTANT MATRON; HOME SISTER; 1 Night Superintendent; 11 Head Nurses; 1 Out-patient Sister; 1 Theatre Sister; 1 Massage Sister; 45 Probationers; 30 Private Nurses. Applications average 200, and vacancies about 12 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 34 years of age, and must produce testimonials as to character and position (2 from ladies and 1 from a clergyman) and a certificate of health from a medical man. They are examined by an honorary physician on entering and again after 3 months. LECTURES are given by the medical staff and the matron upon anatomy, physiology, medical and surgical nursing, etc. Examinations are held at the end of each course. A certificate is granted

upon satisfactorily completing the 3 years' engagement. RECREATION, 2 hours daily; 1 day monthly; probationers 3 weeks'; sisters, 1 month's holiday in the year. PREMIUM, £15, payable 1st year, £10; 2nd year, £5. The last £5 is refunded at the end of the training. SALARY, Sisters, £37 10s. to £42 10s. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

After their training, nurses may be promoted to be sisters, or may join the private nursing staff. No nurse is sent to private cases until her 3 years' training is completed. (See page 244.)

**Brighton Union Fever Hospital.** Beds, 120. MATRON; SUPERINTENDENT OF NURSES; 2 Charge Nurses; 8 Ordinary Probationers.

After a personal interview (if possible) and 1 month's trial, applicants are received for fever training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours alternate days; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. Laundry and indoor uniform are provided.

**Bristol.—General Hospital.** Beds, 200. MATRON; ASSISTANT MATRON; NIGHT SUPERINTENDENT; 8 Sisters; 12 Assistant Nurses; 4 Non-paying Probationers; 20 Paying Probationers; 35 Private Nurses. Applications average 400, and vacancies 26 yearly.

*Ordinary Probationers.*—Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 4 years' training, last year served on private staff. LECTURES are given by members of the hospital staff on elementary anatomy and physiology, and practical instruction in nursing by the matron. First and second prizes are presented to nurses in each of the subjects mentioned. Certificates are granted at the end of the period of training if a qualifying examination has been passed and the nurse is otherwise suitable. RECREATION, alternate mornings, 9 A.M. to noon; alternate afternoons, 2.15 P.M. to 4.30 P.M.; alternate Sundays, 4 P.M. to 9 P.M.; 1 day a month. Sisters, 1 month's; nurses and probationers, 3 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16; 4th year, £26. Laundry and indoor uniform are provided.

*Pupil Nurses.*—Paying probationers are also received for 1 or 3 years' training. The regulations are the same as for ordinary probationers, with the exception that paying probationers pay a PREMIUM of £25, and

the SALARY is 1st year *nil*; 2nd year, £14; 3rd year, £16. Certificates are granted only where 3 years' training has been satisfactorily completed.

*Midwifery Pupils.*—Pupils of not less than 23 years of age can be educated in midwifery for terms of not less than 2 months. LECTURES are given by the assistant physician accoucheur. Fee—£15 15s. for the 2 months. Laundry provided. Pupils are expected to enter for the L.O.S. diploma. Nurses who have received 3 years' training at the hospital may be educated for 3 months in midwifery without paying the fee, but are expected to work during that time for nothing, and to continue on the private nursing staff for not less than 12 months afterwards at a salary of £26 per annum.

There is a private staff in connection with this hospital. Nurses are sent out to private cases after 3 years' training. For particulars, see page 244. Private nurses are promoted to posts in the hospital, if suitable, as vacancies occur.

**Bristol.—The Royal Infirmary.** Beds, 270. MATRON; 1 Matron's Assistant; 1 Home Sister; 1 Night Sister; 15 Sisters; 38 Nurses; 1 Masseuse; 2 Pupils; 37 Probationers. Applications average 800, and vacancies 30 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary staff and the matron upon elementary anatomy, physiology, medical and surgical nursing. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; probationers, 2 weeks, nurses, 3 weeks' holiday every year. In addition nurses have half-day fortnightly. PREMIUM, £25. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £16. There are occasionally vacancies for non-paying probationers. They are required to remain one year on the private nursing staff after the conclusion of their 3 years' training. (See page 245.) Laundry and indoor uniform are provided.

*Special Probationers.*—A few special probationers are taken for 3 months' training. Age 22 to 35. Other qualifications and duties same as ordinary probationers. PREMIUM, £10 10s. for each 3 months.

*Midwifery Pupils.*—Pupils of not less than 23 years of age can be educated in midwifery for terms of not less than two months. LECTURES are given by the obstetric physician. Fee, £15 15s. for 2 or 3 months' training. Laundry provided. Pupils are expected to enter for the L.O.S. certificate. Nurses who have received 2 years' general training

at the infirmary may be educated in midwifery without paying fee, provided that they continue on the private nursing staff for a year after the end of their third year, at a salary of £26 per annum with uniform.

The Infirmary is affiliated with the Royal National Pension Fund for Nurses.

**Cambridge. — Addenbrooke's Hospital.** Beds, 174. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 38 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for training but do not sign an agreement; certificates, however, are only given after 3 years' consecutive training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES on physiology and anatomy, nursing, etc., are given by the medical staff and on general nursing by the matron. Classes are held by the sisters. Examinations are held at the end of each course of lectures, and a final examination for 3rd year nurses' certificate. PREMIUM, 1st year, £20; 2nd year, £10; 3rd year, *nil*. SALARY, *nil*; sisters, £35 to £40. Laundry provided. Uniform not provided. RECREATION, 2 hours 3 days a week,  $2\frac{3}{4}$  hours the other 3 days; a whole day off duty once a fortnight; 4 weeks' holiday yearly (sisters, 5 weeks). Each sister and probationer has a separate bedroom in the Nurses' Home.

**Canterbury.—Kent and Canterbury Hospital.** Beds, 106. MATRON; 1 Night Superintendent; 3 Sisters; 6 Staff Nurses; 11 Ordinary Probationers; 2 Paying. Applications average 50 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 34 years of age. LECTURES are given by the honorary and resident staff. Certificates are given. RECREATION, 2 or 3 hours daily; 1 day monthly; 3 or 4 weeks' holiday in the year. SALARY, 1st and 2nd years, *nil*; 3rd year, £15; sisters, £30 to £35 per annum. Laundry and indoor uniform provided. Some of the nurses and probationers have separate bedrooms.

**Cardiff Infirmary.** Beds, 180. MATRON; 9 Sisters; 42 Nurses and Probationers. Three years' course.

Certificates are granted.

**Cardiff.—Union Hospital,** Cowbridge Road. Beds, 194. SUPERINTENDENT OF NURSES; 5 Charge Nurses; 8 Probationers.



After a personal interview and 2 months' trial, applicants are received for 3 years' training. Preference is given to local candidates. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy, physiology and midwifery. Probationers are examined after each course of lectures, and a certificate is given on completion of training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £18. Charge nurses, £28, rising £2 annually to £32. Laundry and indoor uniform are provided. The training at this hospital includes instruction in midwifery.

**Carlisle. — Cumberland Infirmary.** Beds, 107. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 9 Nurses; 11 Probationers; 10 Private Staff.

After personal interview where possible and 3 months' trial, applicants are received for 3 years' training and 1 year's service. Candidates must be between 23 and 32 years of age, and must produce evidence as to character and health. LECTURES are given in elementary anatomy and physiology, and general and medical nursing by the honorary medical staff, nursing by the matron. Examinations after each course of lectures. A certificate is granted for 3 years' training after satisfactorily passing examinations at the end of the 3rd year. Arrangements are made for 6 months' fever training during the 3rd year. The form of agreement with the infirmary provides for a forfeiture by the nurse of £10 in case engagement is broken. RECREATION, 2 hours daily; two half-days and one whole Sunday monthly; three weeks annually. SALARY; 1st year, £8; 2nd year, £12; 3rd year, £16; 4th year, £25. Indoor uniform after 1st year, laundry and medical attendance provided; outdoor uniform not compulsory. During the 4th year nurses serve on the private nursing staff. All but six of the nurses have separate bedrooms.

A limited number of paying probationers are received for periods of three months on payment of £13 13s. in advance.

For particulars of private nursing branch see page 248.

**Carlisle. — Fusehill Workhouse Infirmary,** Fusehill, Carlisle. Beds, 140. SUPERINTENDENT; 2 Charge Nurses; 4 Probationers. 3 years' course.

LECTURES are given by the medical and the superintendent nurse. Certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 hours every other day;  $\frac{1}{2}$  day

weekly; 1 day monthly; 2 weeks yearly. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £16; charge nurses, £35 per annum. Laundry, in- and out-door uniform provided. Each nurse has a separate bedroom.

**Chester General Infirmary.** Beds, 116. LADY SUPER-INTENDENT; ASSISTANT MATRON; 4 Sisters; 1 Night Superintendent; 8 Assistant Nurses; 16 Probationers; 10 Private Staff.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between the age of 24 and 30 (about 25 preferred), and must produce satisfactory evidence as to character, education, health and physique. LECTURES by house surgeon and physician in medicine and surgery, and by the assistant matron on nursing. Examinations are held three times a year. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 7 hours weekly; probationers, 3 weeks', others 4 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £20; sisters, £30 to £36; no remuneration for the trial month. Laundry and indoor uniform are provided. All the nurses and probationers (except the 6 juniors) have a separate bedroom.

For particulars of private nursing department see page 248.

**Croydon Union Infirmary,** Thornton Heath, S.E. Beds, 408. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 4 Sisters; 3 Male Nurses for Lunatics, 3 Female; 1 Midwife; 1 Assistant Midwife; 40 Probationers. Applications average 60, and vacancies 12 yearly.

Candidates should be between 21 and 30 years of age, must produce satisfactory evidence as to character, education, health and physique, and must not be less than 5 feet in height. After a personal interview and 3 months' trial, if recommended by the medical superintendent and matron, applicants are required to sign an agreement to serve for 3 years. LECTURES on elementary anatomy and physiology, medical and surgical nursing, and hygiene, are given by the medical superintendent, assistant medical superintendent, the consultants attached to the infirmary, and the matron. Examinations are held in June and December, and certificates are granted provided the probationer has given general satisfaction. After the 3rd year nurses may if they desire spend 6 months in the maternity wards. RECREATION.—Probationers and nurses, daily 2 or 3 hours; half-day weekly; 2 days monthly when on night duty; 2 weeks' holiday yearly; sisters, 3 weeks' holiday in year. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, £6; 2nd year, £12;

3rd year, £18; nurses, £25 to £35; sisters, £30 to £35 per annum. No remuneration is given for the trial month. Indoor uniform is provided for all nurses. Laundry is provided. Each staff nurse has a separate bedroom; probationers share with another.

**Derby.—Derbyshire Royal Infirmary.** Beds, 195. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 9 Sisters; 44 Probationers. Applications average 250, and vacancies 15 yearly.

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a course of 4 years' training, 4th year spent in private nursing and in wards. LECTURES are given to the nurses by members of the hon. medical and surgical staff in anatomy and physiology, and classes are held by the matron in nursing and sick cookery; bandaging classes by the assistant matron. Examinations are held in December and April. Certificates are granted at the end of training if the work done has been satisfactory. RECREATION.—Probationers, daily 2 hours; 4 hours Sunday; 1 day and night monthly; 2 weeks 1st and 2nd years, 3 weeks 3rd and 4th years. Sisters, 2 hours daily; 8½ hours weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £4; 2nd year, £8; 3rd year, £14; 4th year, £28; Sisters, £30 to £36. Laundry and indoor uniform (after the 1st year) are provided, out-door uniform forbidden. Each nurse and probationer has a separate bedroom. The system of promotion to posts in the hospital is entirely on merit. The nurses are cared for during sickness in the hospital.

**Derby.—Derby Union Infirmary,** Rowditch, Derby. Beds, 180. SUPERINTENDENT NURSE; 7 Staff Nurses; 6 Probationers. Average number of vacancies, 2 yearly.

After a personal application and 1 month's trial, applicants are received for 3 years' training. Candidates should be over 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer and the superintendent nurse upon midwifery, ambulance and physiology. Examinations are held at the end of the winter course. Certificates are given after satisfactorily completing engagement. RECREATION, 2 hours alternate days; 4 hours on Sundays; half-day monthly; 2 weeks' holiday yearly. PREMIUM, £3. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £20. Nurses, £25 to £35 per annum. Remuneration is given for the trial month. Laundry is provided. Each staff nurse has a separate bedroom. An allowance of £3 per annum is made to the staff nurses

for uniform, but the probationers are required to find indoor uniform for themselves.

**Dudley.—Guest Hospital.** Beds, 100. LADY SUPERINTENDENT; 3 Charge Nurses; 1 Night Superintendent; 1 Assistant Nurse; 10 Probationers; 7 Private Nursing Staff. Applications average 50, and vacancies 5 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Any probationer leaving before or at the termination of the month's trial, will be charged at the rate of 10s. 6d. a week for board, etc., and any probationer leaving before the end of the engagement will forfeit her premium, except under special circumstances. LECTURES are given by the medical staff, and instruction in the management and nursing of patients by the sisters. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; half-day every Sunday; half-day monthly; 2 weeks' holiday yearly. PREMIUM, £15. Candidates sign an agreement to serve the hospital 4 years will be admitted without a premium. SALARY, 1st and 2nd years, *nil*. Charge Nurses, £25 to £35 per annum. Laundry provided. Nurses are cared for in the hospital when sick. There is also a fund for expenses during convalescence.

For particulars of private nursing staff see page 252.

**Exeter. — Royal Devon and Exeter Hospital.** Beds, 214. MATRON; 9 Sisters; 9 Staff Nurses; 1 Night Superintendent; 8 Night Nurses; 30 Probationers.

*Ordinary Probationers.*—After a personal interview and from 1 to 3 months' trial, applicants will be received for training, and must sign an agreement to remain in the service of the hospital for four years. Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. They are requested to attend the service in the hospital chapel once on Sundays and on Wednesday evenings. LECTURES are given by the hon. medical and surgical staff; classes are held by the house surgeon and matron. Examinations are held once a year. A London doctor comes to examine the nurses at the end of 2 years' training; a gold medal is awarded to the nurse that comes out first. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2½ hours daily; every third Sunday from 2.30 to 9 P.M.; 1 day every



month from 10 A.M. to 9 P.M. ; 3 weeks' holiday every year ; sisters and private nurses, 28 days. PREMIUM, *nil*. SALARY, 1st six months, *nil* ; 2nd six months, £5 ; 2nd year and afterwards, £20 per annum. On completion of 3 years, if retained upon hospital staff, £25 per annum ; if taken on private staff, £25, increasing by £5 annually, to £40 with £5 per annum for uniform. Sisters, £30, increasing £2 10s. annually, to £35. Laundry and medical attendance are provided, also material for indoor uniform to the extent of dresses and caps, 6 aprons, 6 collars, 6 pairs of cuffs, provided for probationers in their first year. Outdoor uniform not compulsory.

After the 2nd year, probationers may be required to act either as hospital or private nurses as directed. For particulars of the private nursing staff see page 252.

**Gloucester General Infirmary and Gloucestershire Eye Institution.** Beds, 156. MATRON ; 1 Night Superintendent ; 10 Charge Nurses ; 21 Probationers ; 30 Private Nurses. Applications average 200 yearly ; vacancies vary.

After a personal interview and 1 month's trial, applicants are received for 2 years' training in the wards, and must undertake to remain in the service of the infirmary for a further period of 2 years. Candidates must be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Occasional LECTURES are given by the visiting staff, and weekly classes on nursing subjects are held by the matron. A certificate is granted on satisfactorily completing  $3\frac{1}{2}$  years' engagement. Examinations are held by the medical board. RECREATION.—Probationers, 2 hours daily ; part of Sunday ; and a fortnight's holiday in a year. Nurses, 2 hours daily ; part of Sunday ; 3 weeks' holiday yearly ; charge nurses have at least 3 hours on alternate days, and 1 day monthly. PREMIUM, *nil*. SALARY.—Probationers, *nil* ; nurses (*i.e.*, after 18 months' training), 1st year, £22 ; 2nd year, £24 ; 3rd year, £28 ; 4th year, £32. Laundry, indoor and outdoor uniform, and text-books provided for probationers ; indoor uniform for nurses.

A private nursing staff is attached to the infirmary, and nurses are sent to private patients after a year and a-half's training. For further particulars see under NURSING INSTITUTIONS (page 254).

**Halifax.—Royal Halifax Infirmary.** Beds, 150, MATRON ; ASSISTANT MATRON ; 6 Sisters ; 1 Night Supt. ; 8 Nurses ; 2 District Nurses ; 20 Probationers.

*Probationers.*—After 1 month's trial, applicants are received for a further 2 months' trial, at the expiration of which time, if found eligible, an agreement is entered into for 3 years' training (dating from the ex-

piration of the 1st month). Candidates must be between 22 and 30 years of age, and must produce satisfactory testimonials as to character, education, health and physique. Probationers take night duty every alternate 3 months after their 1st year of service. Probationers breaking their engagement pay a forfeit of £6 and have to give 3 months' notice. LECTURES are given by the senior physician and surgeon on anatomy, physiology, and medical and surgical nursing. RECREATION, 2 hours daily; half-day, Sundays; 1 day monthly; a fortnight's holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £10; 3rd year, £16. Indoor uniform is provided.

*Nurses*.—Applicants must have served "a proper course of training and must produce certificates of competency and character". One month's notice of leaving required on either side. RECREATION.—Staff Nurses and Sisters are off duty from 5 to 9 P.M. one day a week in addition to the time off duty given above. SALARY.—Staff nurses, 1st year, £20, rising £1 a year to £23; Sisters, £28 to £34. Indoor uniform is provided. On leaving the service of the infirmary, nurses have to pay the then value of the uniform. The nurses and nearly all the probationers have separate bedrooms.

**Halifax.—St. Luke's Hospital,** Salterhebble. Beds, 400. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 30 Probationers.

After a personal interview (if possible) and 3 months' trial, applicants are received for 3 years' training. Candidates must be 21 years of age. LECTURES are given in medicine, surgery and midwifery. RECREATION, 2 hours daily; 1 day monthly; church hours, Sunday; 3 weeks annually. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Laundry and indoor uniform provided. Each nurse has a separate bedroom in Nurses' Home.

**Herefordshire General Hospital,** Hereford. Beds, 107. LADY SUPERINTENDENT; 1 Night Superintendent; 3 Day Sisters; 3 Staff Nurses; 12 Probationers; 15 Private Nurses. Applications average 40, and vacancies about 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted upon satisfactorily completing engagement. LECTURES are given by the medical staff and the matron. RECREATION, 2 hours at least daily; 4 hours on Sunday; probationers 2 and sisters 4 weeks' holiday in the year. PREMIUM, *nil* at present. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £12 to £18,

In- and out-door uniform and laundry are provided. Each nurse and probationer has separate sleeping accommodation.

A private nursing staff is attached, and nurses are sent to private patients after 2 years' training. For further particulars see page 256.

**Huddersfield Infirmary.** Beds, 140. MATRON; 5 Sisters; 21 Probationers. Applications average 60, and vacancies about 8 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique, and family history as to hereditary diseases. LECTURES are given to nurses during the autumn and winter months by the house surgeons upon anatomy and physiology. Examinations are held annually in June. Certificates are granted at the end of the period of training; gold medal awarded after a competitive examination. RECREATION, 2 hours daily; 1 day monthly (sisters, 1 day or week-end); 2 weeks' holiday in the year; sisters, 1 month. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; nurses, £26 to £30 per annum. Indoor uniform and laundry are provided. Each nurse has a separate bedroom, probationers do not.

**Hull.—Royal Infirmary.** Beds, 230. LADY SUPERINTENDENT; 10 Charge Nurses; 42 Assistant Nurses and Probationers; 10 Private Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for 4 years' training and service. Candidates must be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeons on anatomy and physiology, and by the lady superintendent upon nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 or 2½ hours daily; Sunday, 2 to 9 P.M.; 1 day, 10 A.M. to 10 P.M., monthly; 3 weeks' holiday yearly. SALARIES, 1st year, £8; 2nd year, £10; 3rd year, £17; 4th year (on private staff), £25; charge nurses, £26 to £32. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

For particulars of private staff see p. 256.

**Ipswich.—East Suffolk and Ipswich Hospital.** Beds, 122. MATRON; 6 Sisters; 17 Probationers. Applications average 60, vacancies 2 yearly.

After a personal interview and 4 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years

of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon anatomy and surgery by honorary staff and on general nursing by the matron. Examinations are held yearly. A certificate is granted upon satisfactorily completing training. RECREATION, 2 hours daily; 3 hours Sundays; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £12; sisters, £27 to £32. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each sister and probationer has a separate bedroom.

**Leamington.—Warneford, Leamington and South Warwickshire Hospital.** Beds, 130. MATRON; 1 ASSISTANT MATRON; 6 Sisters; 20 Nurses and Probationers; 18 Private Nurses. Applications average 100, and vacancies 12 yearly.

After a personal interview (if possible) and 1 or 2 months' trial, applicants are received for a course of 3 years' training, 3 months at a fever hospital at nurse's option, and from 2 to 6 months on the private nursing staff. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident officer and assistant matron upon anatomy, physiology and nursing. Examinations are held, and silver medal awarded. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in a year. Sisters in addition have a half-day weekly, and a further week's holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; nurses, £30 to £35; sisters, £30, and £5 for uniform. No remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

After 2 years' training a nurse may be placed upon the private nursing staff attached to the hospital (see under NURSING INSTITUTIONS, page 257).

**Leeds General Infirmary.** Beds, 440. MATRON and LADY SUPERINTENDENT OF NURSES; ASSISTANT SUPERINTENDENT; 16 Sisters; 50 Nurses; 34 Probationers. Applications average 600, and vacancies 30 yearly.

Candidates should be between 23 and 30 years of age, and must be well educated, active, industrious, thoroughly trustworthy and of unexceptional character. After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. LECTURES are given by the assistant superintendent upon nursing, elementary anatomy and physiology, and by the resident medical and surgical officers on



medical and surgical subjects. Examinations are held after each course, and certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; a day off duty once a month; 14 days' holiday at end of 1st year; and 3 weeks in subsequent years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; Nurses, £22; Sisters, £30 to £40. Laundry and indoor uniform are provided (4 print dresses, 4 caps, 3 collars, 6 aprons, 2 belts). Outdoor uniform not worn. The sisters' places are filled up as vacancies occur from the best of the probationer nurses who have completed their training. Each nurse has a separate bedroom.

### **Leeds Union Infirmary and Training School,**

Beckett Street, Leeds. Beds, 661. MATRON; ASSISTANT MATRON; 1 Home Sister: 1 Night Superintendent; 9 Sisters; 8 Staff Nurses; 47 Probationers. Applications average 120, and vacancies 23 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for a course of 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical superintendent upon physiology and anatomy, and by the matron upon general nursing. Examinations are held in April. A certificate is granted after passing examinations and satisfactorily completing engagement. Opportunity is given to probationers of 3 months' work in the maternity wards. RECREATION, daily 2 hours (sisters  $2\frac{1}{2}$  hours); 1 day monthly; 2 weeks 1st year, afterwards 3 weeks; sisters also have  $8\frac{1}{2}$  hours off weekly. SALARIES, 1st year, £10; 2nd year, £14; 3rd year, £18; staff nurses, £25 to £30; sisters, £30 to £35 (£32 after 6 months' service if satisfactory); midwife and night superintendent, £45. Remuneration is given for the trial months. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom. Competent nurses on the completion of their training will be eligible for the post of charge nurse when vacancies occur.

### **Leicester Infirmary.**

Beds, 246. LADY SUPERINTENDENT; 1 Night Superintendent; 8 Sisters; 51 Nurses and Probationers.

*Probationers.*—Candidates must be between 23 and 33 years of age, height not under 5 feet 2 inches, and must produce satisfactory evidence as to character, education and health. After passing through a short preliminary course, applicants are received for 3 years' training, and they must sign an agreement to remain in the service of the infirmary for four years. Before being admitted on trial, an applicant is required to pass a preliminary examination in elementary anatomy, physiology

and sick-room cookery. LECTURES are given by the medical staff and the lady superintendent; 3 courses during 1st and 2nd year, 1 course during 3rd year. Examinations are held once a year in May. A certificate is given on passing examinations at end of 3rd year. RECREATION, 2 and 1 hour alternate days;  $\frac{1}{2}$  or 1 day monthly; 2 weeks' holiday 1st and 2nd years; 3 weeks' 3rd year; 4 weeks' 4th year. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £14; 4th year, £25; with £8 bonus, provided work and conduct have been satisfactory; nurses, £22 to £32; sisters, £26 to £40. Laundry, and in- and out-door uniform provided. Each nurse and probationer has a separate bedroom, except in four rooms which are divided by a curtain.

*Lady Probationers.*—A limited number of daughters of medical men and other professions are received for training. All the regulations for probationers apply, except that lady probationers pay a PREMIUM of £12 either on signing agreement, or in 2 sums of £6 each within the 1st year, or the premium may be deducted from their salaries. If the premium is paid down the salary is the same as for ordinary probationers; but 4th year, £25, or if premium is deducted from salary, it is £6, £9, £12 and £20 respectively.

*Lady Pupils* are received for 6 months' or 12 months' training. They have to attend all lectures and classes and are on duty from 8 A.M. to 8.30 P.M., with 2 hours' recreation. A sitting-room is provided for their use. PREMIUM, £10 10s. a quarter, and laundry.

*Pupil Nurses.*—A limited number of probationers are received for training for private nursing institutions on special terms.

*Children's Hospital.*—Beds, 42. A limited number of young women of not less than 21 years of age or under 5 ft. in height can be taken in the Children's Hospital for training, either as pupils or on the regular staff on the same terms as above.

**Lincoln County Hospital.** Beds, 125. MATRON; ASSISTANT MATRON; 6 Sisters; 6 Staff Nurses; 8 Probationers; 8 Paying Probationers. Applications average 350 annually.

*Probationers.*—After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. Examinations are held twice a year. A certificate is granted after passing examination and satisfactorily completing engagement. LECTURES are given by the medical staff and matron in anatomy, physiology, and medical and surgical nursing. RECREATION, 2 hours daily, 4 hours twice a week, 1 day monthly. Probationers, 2 weeks' holiday, sisters and staff

nurses, 3 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, 1st year (probationers), *nil*; 2nd year, £12; 3rd year (staff nurses), £18; sisters, £28 to £30. Laundry and indoor uniform is provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers* are received for not less than 6 months. The regulations for probationers apply, except so far as they are modified by the following: Certificate may be granted after 12 months' training. PREMIUM, £8 8s. a quarter; entrance fee, £1 1s. Uniform and laundry not provided.

### **Liverpool.—David Lewis Northern Hospital.**

Beds, 200. MATRON; 1 Home Sister; 1 Housekeeper Sister; 1 Night Sister; 8 Ward Sisters; 1 Light Department Sister; 38 Nurses and Probationers. Applications average 380.

After a personal interview and 1 month's trial, suitable applicants are received for a further five months' training, paying a fee of £5 which is refunded to them at the expiration of the engagement if they are found eligible and remain the full term. After 6 months the candidate signs an engagement for the full term of 4 years, remaining either in the hospital or on the private staff. Candidates should be not less than 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. medical and surgical staff upon anatomy, physiology, medical and surgical nursing, massage, etc., and by a certificated teacher upon sick cookery. A certificate is granted upon satisfactory completion of engagement and passing examination. RECREATION, 2 hours daily; 4 hours 1 day in 6; half a day every other Sunday; a whole day once a month; 4 weeks' holiday yearly. PREMIUM, £5 1st 6 months. When the nurses complete their 4 years the premium of £5 is returned to them. SALARY at rate of £12, begins 2nd 6 months; 2nd year, £15; remainder, if in hospital, £20. Salaries of Private Nursing Staff, 1st year, £25; 2nd year, £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. The higher appointments are filled from the ranks of those who have been trained in the hospital.

There is a Private Nursing Staff attached to the hospital. See page 259.

**Liverpool.—Mill Road Infirmary.** Beds, 850. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 20 Sisters; 53 Probationers; 8 Male and 6 Female Attendants. Applications average 300, and vacancies 18 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 35 years of

age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the medical superintendent and the matron, and an examination is held at the end of training. A certificate is granted after passing examination and satisfactorily completing engagement. Probationers have the opportunity of seeing about 30 lying-in cases yearly. RECREATION, 2 hours daily; half-day fortnightly; 1 day monthly; 2 weeks' holiday yearly; night nurses from 10 A.M. till 12 noon the following day once a month. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; nurses, £30 to £35. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom.

**Liverpool Royal Infirmary**, Pembroke Place. Beds, Infirmary, 295; LADY SUPERINTENDENT; 1 ASSISTANT LADY SUPERINTENDENT; 1 Night Superintendent; 12 Ward Sisters; 2 Special Sisters; 14 Staff Nurses; 18 Night Nurses; 36 Probationers.

For particulars see Liverpool Training School for Nurses, page 260.

**Liverpool.—Royal Southern Hospital and Nursing Institution.** Beds, 200. LADY SUPERINTENDENT; 9 Sisters; 8 Staff Nurses; 26 Probationers. Applications average 500, and vacancies 15 yearly.

Candidates must be between 21 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a term of 4 years, the first 2 of which are devoted to training. LECTURES are given by hon. staff, and classes held by home sister upon anatomy, physiology, medical and surgical nursing, etc. A certificate is granted after passing examination and satisfactorily completing engagement. Lessons in sick-room cookery are also given by a certificated teacher. RECREATION, 2 hours daily; 1 day monthly. Probationers receive 2 weeks'; staff nurses', 3 weeks'; and sisters, 4 weeks' holiday in a year. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £20; nurses, £22 to £25; sisters, £25 to £40 per annum. Laundry and indoor uniform are provided.

A limited number of paying Probationers are received on payment of £1 1s. a week.

The nursing arrangements are at present under revision.

There is a Private Staff in connection with the hospital. (See under NURSING INSTITUTIONS, page 260.)

**Liverpool.—Stanley Hospital.** Beds, 114. MATRON; ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 4 Staff Nurses;



22 Probationers; 2 Deaconesses in training as Nurses. Applications average 200, and vacancies 12 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be not less than 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff and matron upon anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half day fortnightly; 1 day off duty each month; 3 weeks' holiday a year; sisters, 4 weeks' holiday a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15. Laundry and indoor uniform are provided.

**Liverpool.—Workhouse Infirmary,** Brownlow Hill. Beds, 1500. SUPERINTENDENT OF NURSES; HOME SISTER; 2 ASSISTANT LADY SUPERINTENDENTS; 1 Night Superintendent; 112 Nurses and Probationers. Applications average 450, and vacancies 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also produce their birth certificate. LECTURES are given by the visiting staff upon surgery, anatomy, physiology, medicine, etc. Examinations are held in May and November. Probationers receive 3 months' training in the maternity wards. This institution is recognised by the Central Midwives Board as a training school. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION.—Probationers, 2 hours daily; charge nurses, 3 and 6 hours once a week; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £16; 3rd year, £20, and after the 3rd year, £30. Laundry and indoor uniform are provided. Outdoor uniform is not allowed to be worn. Each nurse and probationer has a separate bedroom.

**Manchester.—Ancoats Hospital,** Mill Street. Beds, 114. MATRON; 6 Sisters; 1 Night Superintendent; 9 Staff Nurses; 8 Probationers. Applications numerous, and vacancies 7 annually.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon physiology, anatomy, antiseptics, and by the matron on nursing generally and sick cookery by certificated teachers. A medal and a certificate are granted upon satisfactorily completing engagement and passing ex-

amination. RECREATION,  $2\frac{1}{2}$  hours daily; half-day alternate Sundays; 2 weeks' holiday yearly for probationers; 3 weeks' holiday for sisters. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £21. Sisters, £26 to £35. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Nurses and probationers do not have separate bedrooms.

**Manchester.—Chorlton Union Infirmary,** West Didsby. Beds, 750. LADY SUPERINTENDENT; ASSISTANT MATRON; HOME SISTER; 1 Night Superintendent; 10 Sisters; 65 Probationers. Applications average 100 and vacancies 18 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training (the trial months counting as part of that period). Candidates must produce evidence as to character, education and health. LECTURES are given by the matron and medical staff on anatomy, physiology, pathology and by the assistant matron on nursing. A course of sick cookery is given. Examinations are held 4 times yearly. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily (sisters,  $2\frac{1}{2}$  hours); half-day weekly; 1 day monthly; 2 weeks' holiday annually; (sisters, 3 weeks). SALARY, 1st year, £12; 2nd year, £16; 3rd year, £20; sisters, £30 to £35. Laundry and indoor uniform provided. Each nurse and probationer have a separate bedroom.

**Manchester.—Crumpsall Infirmary.** Beds, 1350. LADY SUPERINTENDENT; FIRST ASSISTANT SUPERINTENDENT; SECOND ASSIST. SUPERINTENDENT; 1 Home Sister; 2 Night Superintendents; 20 Charge Nurses; 60 Nurses; 20 Yearly Pupils.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officers and the superintendents. A certificate is granted on satisfactorily completing engagement and passing final examination. RECREATION, 2 hours daily (sisters  $3\frac{1}{2}$  hours); 3 half-days monthly (sisters 1 long day in addition); 3 weeks' holiday yearly. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20. Charge nurses, £28 to £34. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers* are also received between the age of 22 and 36 years for 12 months' training, during which time they act as assistant nurses. Applicants have to come for 1 month on trial. A certificate is

granted at end of year. PREMIUM, £20. SALARY, *nil*. Laundry provided, uniform not provided.

**Manchester Royal Infirmary.** Beds, 298. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 10 Sisters; 1 Night Superintendent; 12 Staff Nurses; 50 Night Nurses and Probationers; 9 Private Nurses. Applications average 500, and vacancies 25 yearly.

After a personal interview (any day from 10 to 12 A.M.) and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 25 and 35 years of age, must be well educated, and must produce satisfactory references as to character and a medical certificate of good health. After the completion of the period of probation, which may extend over 2 years, probationers are employed in the Infirmary or at the Convalescent Hospital. LECTURES on anatomy, physiology and medical and surgical nursing are given by the hon. medical staff, and the lady superintendent and her assistant, and practical instruction in the wards is given by the sisters. Examinations are held, and the Medical Board give prizes twice a year. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, daily, 2 hours for probationers; 4 hours alternate days for nurses and sisters; 1 day monthly; probationers and nurses, 17 days' and sisters 3 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; 4th year, £20, with a yearly increase of £1 to a maximum of £25. Sisters, £30 to £35. Indoor uniform (3 print dresses, 8 aprons and 3 caps yearly) provided; outdoor uniform not provided. Each sister and nurse, and most of the probationers have separate bedrooms. Promotions to the rank of sister are made from the senior nurses. Nurses give and receive 1 month's notice. Pensions of £25 a year are given to nurses who, having attained the age of 50, have served the Infirmary not less than 25 years and are unfit for further work. Pensions may also be awarded to nurses disabled after not less than 10 years' service. There is also a Savings Bank for nurses and servants, interest at the rate of 4 per cent. per annum being given on deposits. There is a Private Nursing Staff (see page 263).

**Newcastle Royal Infirmary.** Beds, 280. MATRON; ASSISTANT MATRON; 1 House Sister; 1 Night Superintendent; 10 Sisters; 52 Nurses and Probationers.

After a personal interview (at from 1.30 to 2 P.M.) and 3 months' trial, applicants are received for 3 years' training (the trial months counting for part of the period). Candidates should be from 22 to 30 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by

the medical and surgical staff, and practical instruction by the superintendent and head nurses. Examinations are held yearly. A certificate of efficiency is granted at the end of 3 years. RECREATION, 2 and 4 hours alternately; 3 to 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, probationers, 1st year, *nil*; 2nd year, £10; 3rd year, £20; staff nurses, £24 to £30; sisters, £24 to £36 per annum. Laundry, indoor uniform and text-books are provided, except that uniform is not provided during 3 months' trial. Sisters have separate bedrooms; the probationers do not.

**Northampton General Hospital.** Beds, 158. MATRON AND SUPERINTENDENT; 8 Sisters; 1 Night Superintendent; 28 Probationers. Applications average 60, and vacancies 10 yearly.

After a personal interview and 3 month's trial applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary staff upon elementary anatomy and physiology, and by the superintendent of nurses on general nursing. Examinations are held after each course of lectures (during the winter months). A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half a day every other Sunday; 1 day monthly; 3 weeks' holiday yearly. Sisters, in addition, get half a day weekly. PREMIUM, *nil*. SALARIES, 1st year, £5; 2nd year, £14; 3rd year, £18. Sisters, £28 to £30. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

*Pupil Nurses* are received for not less than 6 months' training. Premium, £20 for 1 year. Uniform not provided.

**Norwich. — Norfolk and Norwich Hospital.** Beds, 220. LADY SUPERINTENDENT; HOUSEKEEPER; 1 Home Sister; 1 Night Superintendent; 8 Sisters; 12 Staff Nurses; 28 Probationers. Vacancies average 13 yearly.

After a personal interview, when practicable, and 2 months' trial applicants are received for 3 years' training, and to serve on the Private Nursing Staff for a 4th year, if she be then deemed eligible for such duty. Candidates must be between 23 and 30 years of age (except under special circumstances), must be well educated, and give satisfactory references. LECTURES are given by the visiting staff and lady superintendent, and probationers receive instruction in sick-room cookery. Examinations are held twice yearly. A certificate is granted on satisfactorily completing engagement and passing examination. Medals are given to nurses certificated by the hospital. RECREATION,



2 hours daily; 1 day monthly; 14 days' holiday 1st year; 2nd and 3rd year, 3 weeks; sisters and private nurses, 4 weeks' holiday a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £16; 4th year, £24; Sisters, £30 to £36. Laundry and in- and out-door uniform are provided. Nurses and probationers have separate bedrooms in the Leicester Nurses' Home adjoining the Hospital.

A Private Nursing Staff is attached, and nurses are sent out after 3 years' training. See page 266.

**Nottingham General Hospital.** Beds, 242. MATRON; ASSISTANT MATRON; 7 Day Sisters; 1 Night Sister; 59 Nurses and Probationers. Vacancies average 13 yearly.

*Ordinary Probationers.*—After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age (23 is considered most desirable), and must produce satisfactory evidence of character, health, intelligence, physique and education. LECTURES are given by the medical staff and the matron, and practical instruction is given in the wards. Examinations are held twice yearly. A certificate is granted on passing examinations and satisfactorily completing engagement. RECREATION, 3 hours and 1 hour on alternate days; 2 weeks' holiday in the year; nurses have 3 weeks' and sisters 4 weeks' in the year. PREMIUM, £10 10s. SALARY, 1st year, £6; 2nd year, £10; 3rd year, £16. A certain supply of material for dresses, caps and aprons is allowed, and laundry to a reasonable extent is provided.

*Paying Probationers* are also received for periods of not less than 3 months. Applicants must be between 22 and 40 years of age. Paying probationers are required to discharge the same duties and conform to the same regulations as the ordinary probationers and receive the same instruction. PREMIUM, £13 13s. quarterly, in advance. SALARY, *nil*. Uniform not provided.

**Oxford.—Radcliffe Infirmary and General County Hospital.** Beds, 150. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 7 Day Sisters; 31 Nurses and Probationers.

Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a period of 3 years' training. LECTURES are given by 2 members of honorary medical staff and the matron, and examinations are held annually. A certificate is given after completing training. RECREATION, 2 or 2½ hours daily; 1 day monthly. 2nd year probationers, nurses and sisters also have 4½ hours' weekly. 1st year

probationers 2 weeks', 2nd year probationers and nurses 3 weeks', sisters 4 weeks' holiday yearly. PREMIUM, £25 paid in advance. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18. Nurses, £18 to £20. Sisters, £28 to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

A limited number of non-paying probationers are received.

**Pendleton, near Manchester.—Hope Hospital (Salford Union Infirmary).** Beds, 900. MATRON and LADY SUPERINTENDENT; 1 Assistant; 7 Sisters; 1 Night Superintendent; 36 Probationers. Applications 200 to 300, and vacancies 11 to 15 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be over 21 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the resident staff and by the matron in anatomy physiology, general nursing and sick cookery. Examinations are held once a year. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours' daily, 2 to 10 P.M. and 1.30 to 4.30 (sisters, 4 to 10 P.M.) weekly; alternate Sundays, 2 to 10 P.M.; 2 weeks' holiday yearly. SALARY, 1st year, £8 8s.; 2nd year, £12 12s.; 3rd year, £15 15s.; sisters, £30 to £32. Laundry and indoor uniform are provided. Nurses and probationers have separate bedrooms.

**Plymouth.—South Devon and East Cornwall Hospital.** Beds, 144. MATRON; 10 Sisters; 2 Staff Nurses; 18 Private Nurses; 21 Probationers. Applications very numerous; vacancies 11 annually.

After a personal interview (if possible) and 3 months' trial, applicants are received for a course of 3 years' training. Candidates should be between 23 and 30 years of age (in children's ward 20 years of age), and must produce satisfactory evidence as to character, education, health and physique, and also references to former employers if any. LECTURES are given by the visiting staff and by the matron upon anatomy, physiology, medical and surgical nursing, and classes are held by the sisters. Examinations are held at the end of the 1st and 2nd year. Probationers act as staff nurses in their third year. A certificate is granted on passing examination and satisfactorily completing engagement. RECREATION, 2 to 3 hours on alternate days; half-day fortnightly; 4 weeks' holiday yearly. PREMIUM, £1 1s. a week for 3 months, £4 4s. being paid in advance. SALARY, 1st year, *nil*, laundry provided; 2nd year, £15, with laundry and indoor uniform;

3rd year, £18, with the same allowances. Nurses, £25 to £35; Sisters, £30 to £35 per annum.

Outdoor uniform is only provided to the private nurses. Nurses receive full pay for 3 months in the case of sickness, and are advised to join the Royal National Pension Fund for Nurses. Each nurse and probationer has a separate bedroom.

There is a Private Staff attached to the hospital (see page 270), to which nurses may be appointed as vacancies occur after the completion of 3 years' training. Nurses, owing to the generosity of a benefactor, may spend sick leave in a Home of Rest.

**Portsmouth.—The Royal Portsmouth Hospital.** Beds, 122. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 7 Charge Nurses; 10 Private Nurses; 28 Probationers.

*Ordinary Probationers.*—After a personal interview and 1 month's trial (which may be extended), applicants are received for a course of 3 years' training. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident staff upon general nursing and the care of medical and surgical patients, etc. A certificate is given after passing examination and satisfactorily completing engagement. All probationers are entitled on the recommendation of the matron to a "crown of merit" after 2 years' approved service entitling them to an extra £2 a year. RECREATION, 2 hours daily, "which once a week shall be extended to 5 hours when not on night duty, such hours to be regulated by the matron;" Sundays from 10 A.M. to 1 P.M. or from 4 to 9 P.M. alternately; 1 day a month; 3 to 4 weeks' holiday in the year. PREMIUM.—All probationers pay an entrance fee of £1 1s. SALARY, 1st year, £8; 2nd year, £14; 3rd year, £20; nurses, £32 to £36. One month's notice given and received. Laundry and indoor uniform (consisting of 3 print dresses, 12 aprons, 3 caps, 6 pairs of sleeves, 6 collars), are provided. Outdoor uniform is not provided. Each nurse has a separate bedroom; probationers do not in all cases.

*Paying Probationers.*—Probationers may also be received for 1 year's training on payment of £31 10s. as PREMIUM. At the end of the year they may, if they so desire, continue (with the consent of the House Committee) their training for another 2 years on the same terms as ordinary probationers. Applicants for the post of paying probationer are required to fulfil exactly the same conditions as ordinary probationers with regard to age, character and health, and their hours of work and recreation are also the same. Laundry and the amount of uniform mentioned above are provided for them.

For particulars of Private Nursing Staff see under NURSING INSTITUTIONS (page 270).

### **Prescot. — Whiston Workhouse Infirmary.**

Beds, 350. SUPERINTENDENT NURSE; 1 Night Sister; 1 Home Sister; 9 Charge Nurses; 26 Probationers. Applications average 40 yearly.

After a personal interview by committee and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence of character, health and education. Lectures are given by the medical officer and superintendent nurse. Certificates are given on satisfactorily completing engagement and passing examination held by an independent examiner. Senior nurses have the opportunity of practical instruction in midwifery and monthly nursing. RECREATION, 2 hours daily, half-day fortnightly; 2 weeks annually; charge nurses, 3 weeks. Charge nurses have 1 day monthly, and night nurses have a consecutive day and night monthly in addition. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £18. Charge nurses, £30. Laundry and indoor uniform are provided. Separate bedrooms as far as practicable.

### **Preston and County of Lancaster Queen Victoria Royal Infirmary.**

Beds, 136. MATRON and SUPERINTENDENT; ASSISTANT MATRON; 3 Sisters; 1 Night Superintendent; 8 Assistant Nurses; 14 Probationers; a few Paying Probationers. Applications average 150, and vacancies 6 yearly.

*Ordinary Probationers.*—After a personal interview (when possible) and 1 month's trial, applicants are received for 4 years' training and service. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeons on nursing and sick cookery, physiology and anatomy. A certificate is granted on the satisfactory completion of engagement. RECREATION, 2 hours daily; 4 hours fortnightly (sisters, half-day); 1 day monthly; 2 weeks yearly; nurses, 3 weeks; sisters, 4 weeks. SALARY, 1st year, £14; 2nd year, £16; 3rd and 4th years, £20. Sisters, £30 to £35. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers.*—A limited number are admitted for periods of three months on payment in advance of £10 10s. Board, lodging and washing provided, but such probationers must supply their own uniform. The arrangement may be renewed on the same terms, or if they wish it, and their work has been satisfactory, paying probationers may be



transferred to the regular staff. Paying probationers are not required to undertake night duty; otherwise no distinction is made.

There is a Private Nursing Staff in connection with the hospital, for particulars of which see under NURSING INSTITUTIONS (page 270).

**Reading. — Royal Berks Hospital.** Beds, 160. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 1 Charge Nurse; 18 Staff Nurses; 18 Probationers; 42 Private Nurses. Applications average 254, and vacancies 12 yearly.

*Probationers.*—After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, must produce evidence as to character, education, health, physique and re-vaccination. LECTURES are given by the visiting staff on anatomy, physiology, hygiene, nursing, ventilation, etc. Examinations are held after each course of lectures. Prizes are given. A certificate is given on satisfactorily completing training. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, £2 2s. SALARY, 1st year, £8; 2nd year, £15; 3rd year, £20; nurses, £20 to £24; sisters, £35 to £45 per annum. No remuneration is given for the trial months. Laundry and indoor uniform provided. Each nurse and nearly every probationer has a separate bedroom. The hospital pays half the premium up to £7 a year for each nurse who insures in the Royal National Pension Fund for Nurses after the completion of her training.

A Private Nursing Staff is attached (for particulars see under NURSING INSTITUTIONS, page 271).

**Salford Royal Hospital,** Salford, Manchester. Beds, 127. MATRON; 1 Night Sister; 6 Day Sisters; 22 Nurses and Probationers. Applications average 250.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff on anatomy, physiology, and medical and surgical nursing. Examinations are held annually in April. A certificate is granted on satisfactorily completing engagement and passing examinations. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £15; 3rd year, £20, rising to £25 after 4 years' service. Sisters, £28, increasing by £2 per annum to £34. Laundry, indoor and outdoor uniform are provided.

A Private Nursing Staff is attached (see page 273).

**Salford Union Infirmary.**—See under PENDLETON, page

**Salisbury.—General Infirmary.** Beds, 118. **MATRON**; 1 Night Superintendent; 8 Sisters; 22 Probationers; 4 Nursing Students. Applications for probationerships average 150, and vacancies 10 yearly.

*Probationers.*—After a personal interview (when possible) and 1 month's trial, applicants are received for a course of 2 or 3 years' training. Candidates should be between 21 and 34 years of age, and produce satisfactory evidence as to character, education, health and physique. **LECTURES.**—3 courses of lectures are given in the year; classes are held and certificates are granted after satisfactorily completing engagement. The hours of duty are from 6.45 A.M. to 9 P.M. **RECREATION**, 2 hours daily; Sundays, for morning service and afternoons and evenings alternately; 1 day monthly; 2 weeks' holiday in a year. **PREMIUM**, £10 10s. Probationers provide their own uniform. Each nurse and probationer has a separate bedroom. There is a special endowment fund for pensions to nurses disabled after 15 years' service.

*Nursing Students.*—Nursing students are received for periods of not less than 3 months. They attend the lectures of the medical staff and the matron, and in the wards share the practical work with the probationers. **FEE**, £1 1s. per week. Students provide their own uniform.

*Sisters* are on duty from 7.45 A.M. to 9 P.M.; their recreation is the same as that allowed to probationers, except that they have one afternoon weekly from 2 to 6 and receive 3 weeks' holiday in a year. **SALARY**, £28, rising to £30 per annum. Laundry and uniform are provided.

**Sheffield Royal Hospital.** Beds, 162. **MATRON**; 1 Night Sister; 9 Day Sisters; 17 Nurses; 10 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given and classes arranged by the matron. A certificate is granted after passing examination and satisfactorily completing engagement. **PREMIUM**, *nil*. **SALARIES**, 1st year, £6; 2nd year, £12; 3rd year, £18. Laundry and indoor uniform are provided.

*Special Probationers.*—Special probationers are received for 1 year's training for a fee of 25 guineas, and on the same conditions as the ordinary probationers. At the end of the year she may extend her engagement for a further two years, receiving the same salary as an ordinary probationer for the 2nd and 3rd year respectively, and she will at the end of 3 years be entitled to receive her certificate. No certificate is given if she leaves at the end of the first year. Three weeks' holiday yearly. Laundry and indoor uniform are provided.

**Sheffield Royal Infirmary.** Beds, 247. MATRON; ASSISTANT MATRON; 12 Sisters; 1 Night Superintendent; 53 Nurses and Probationers. Applications average 300, and vacancies 18 yearly.

After a personal interview (if possible) and 3 months' trial, applicants are received for 4 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior resident medical officer and the assistant matron upon physiology, anatomy, nursing and hygiene. Examinations are held at the close of each course of lectures. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 8 hours weekly; 1 day monthly; 1 week at the end of first 6 months; 3 weeks and 2 days' holiday yearly after 1st year. Sisters have an additional 10 hours off duty weekly, and 1 week yearly. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; 4th year, £25. Laundry and indoor uniform are provided.

**Sheffield.—Workhouse Infirmary,** Fir Vale, Sheffield. Beds, 400. INFIRMARY SUPERINTENDENT; 1 Home Sister; 1 Night Superintendent; 9 Sisters; 3 Staff Nurses; 30 Probationers. Applications average 50, and vacancies 8 yearly.

After appearing before the committee and 1 or 2 months' trial, applicants are received for 3 years' training (trial months reckoned). Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff and infirmary superintendent upon general nursing, anatomy and physiology. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 evening a week; and 1 day a month; 2 weeks' holiday, 1st year; 3 weeks' later years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £18; 3rd year, £20. Staff nurses, £26, increasing £1 yearly to £30; sisters, £33 to £36. Laundry and indoor uniform are provided. Out-door uniform is not provided. Nurses give and receive 1 month's notice. Every nurse has a separate bedroom.

Probationers' forms of application may be obtained from the Clerk to the Guardians, Union Offices, Westbar, Sheffield.

**Shrewsbury.—Salop Infirmary.** Beds, 120. LADY SUPERINTENDENT; 5 Sisters; 24 Nurses and Probationers. Applications average 100, and vacancies 5 yearly.

After a personal interview and 3 months' trial, applicants are received for '3 years' training. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education,

health and physique. LECTURES are given by house surgeon and matron. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours twice a week; 1 day monthly; 3 weeks' holiday in a year. PREMIUM, £1 1s. (entrance fee). SALARIES, 1st year, £5; 2nd year, £10; 3rd year, £18. Laundry and indoor and outdoor uniform are provided.

Several of the 24 nurses and probationers are pupils from private nursing institutions who pay £11 11s. and receive 3 years' training. Laundry and uniform are provided. Paying probationers are also admitted for 1 year's training.

**Southampton Incorporation Infirmary, Shirley Warren.** Beds, 298. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 28 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character and education. LECTURES are given by the medical superintendent and matron. Certificates are given on satisfactorily completing. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Uniform provided.

**Southampton.—Royal South Hants and Southampton Hospital.** Beds, 130. MATRON; 1 Assistant Matron; 8 Sisters; 30 Probationers.

After a personal interview and not more than 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age (but preference is given to those between 23 and 30) and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff and classes by the matron upon anatomy and physiology, medical and surgical nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day alternate Sundays; half-day monthly; 2 or 3 weeks' holiday in a year for probationers; and 4 weeks for sisters. ENTRANCE FEE, £1 1s. SALARIES, 1st year, £8; 2nd year, £10; 3rd year, £12; sisters, £30 to £35. Laundry and indoor uniform are provided. Third year probationers act as staff probationers.

**Steyning Union Workhouse Infirmary, New Shoreham, Sussex.** Beds, 150. MATRON; SISTER-IN-CHARGE; 1 Staff Nurse; 10 Probationers. Applications average 6 and vacancies 2 yearly.

After a month's trial, suitable applicants are received for a course of



3 years' training. Candidates should have attained the age of 21 years, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer and the sister-in-charge upon physiology, anatomy and general nursing. Examinations are held twice a year. A certificate is granted upon passing examination and satisfactorily completing engagement. Training and lectures in monthly nursing and midwifery are given. RECREATION, 2 hours daily; half-day a fortnight; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15; nurses, £30 per annum; sister, £50. Remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Each nurse and most of the probationers have a separate bedroom. Probationers may be promoted to the post of staff nurse as vacancies occur.

**Stoke-upon-Trent.—North Staffordshire Infirmary and Eye Hospital,** Hartshill. Beds, 216. SUPER-INTENDENT OF NURSES; 1 Home Sister; 1 Night Supt.; 10 Sisters; 4 Staff Nurses; 32 Probationers. Applications average 250, and vacancies 11 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 32 years of age, well educated, active, industrious, thoroughly trustworthy, and of unexceptional character. LECTURES are given by the resident staff and superintendent of nurses on anatomy, physiology and nursing. Examinations are held at the end of the 1st and 3rd years. A prize is given and a certificate granted on satisfactorily completing engagement. RECREATION, 4 hours daily; 1 day monthly, and 1 half-day; 3 to 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18; staff nurses, £25; sisters, £30 to £35. Laundry and indoor uniform are provided.

Nurses have special advantages as regards training in surgical work, 120 beds out of the 216 being assigned to surgical cases.

**Sunderland Infirmary,** Sunderland. Beds, 210. MANAGING SISTER; 3 Sisters; 5 Charge Nurses; 1 Night Superintendent; 24 Nurses; 12 Probationers. Applications average 170, and vacancies 14 yearly.

After a personal interview (when possible, and at 2.30 any day by giving 2 days' previous notice) and 3 months' trial, applicants are received for 3 years' training. Candidates must be from 21 to 31 years of age, and must produce evidence as to character, education, health

and physique. Nurses who do not complete their course are subject to a fine not exceeding £6. LECTURES are given by the visiting and resident staff on anatomy, physiology and hygiene. Examinations are held and a silver medal awarded for each subject at the end of each course. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours on alternate afternoons (in children's wards two hours daily); 1 day a month after the first year; 14 days' holiday at end of 1st year; and 3 weeks at end of 2nd and subsequent years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £16; 3rd year, £18; staff nurses, £22 to £26; charge nurses, £26, rising by £2 a year to £36. Indoor uniform (3 print dresses, 4 caps, 4 collars, 6 aprons, and 2 belts) and laundry are provided.

**Swansea General and Eye Hospital, Swansea, Glamorganshire.** Beds, 133. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 7 Sisters; 5 Private Nurses; 23 Nurses and Probationers. Applications average 120, and vacancies 6 yearly.

After a personal interview, (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted after passing examination and satisfactorily completing engagement. LECTURES are given by the medical staff on elementary anatomy and physiology, and instruction is given in practical nursing in the wards. RECREATION.—Probationers, 2 hours daily, 1 day monthly, 2 weeks' holiday in the year; nurses, 4½ hours 2 days a week, half-day weekly, 2 weeks annually; sisters, 4½ hours 2 days a week, half-day weekly, 1 day monthly, 4 weeks yearly. PREMIUM, £10. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £18; sisters, £30 to £35. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

For particulars of Private Nursing Branch, see page 278.

**Taunton and Somerset Hospital, Taunton.** Beds, 100. MATRON; ASSISTANT MATRON; 6 Sisters; 1 Theatre Nurse; 19 Probationers; 21 Private Staff Nurses. Applications average 60 annually.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training in the wards, and must undertake to remain in the service of the hospital for a further period of 2 years. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and the matron on anatomy, physiology and nursing. Examinations are held

three times a year in May, October and December. A certificate is granted upon satisfactorily completing 3 years' training. RECREATION, 2 hours daily, 1 day a month (sisters,  $1\frac{1}{2}$  days); 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £15; 3rd year, £20; 4th year, £30; 5th and subsequent years, £35. Sisters, £30 to £35 per annum. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom. A nurse wishing to break her engagement before the expiration of the 4 years is required to give 3 months' notice and to pay a forfeit of £5.

*Paying Probationers* are received for periods of 3 months. PREMIUM, payable in advance, £13 13s. Paying probationers provide their own uniform.

Connected with the hospital is a private nursing staff. During the 3rd and 4th years nurses are employed as required upon the private staff or in the ward. For further details, see page 279.

**Wigan, Lancs.—Royal Albert Edward Infirmary and Dispensary.** Beds, 148. MATRON; ASSISTANT MATRON; 8 Sisters; 19 Nurses; 15 Probationers (6 may be paying probationers); 4 Private Nurses. Applications average 150, and vacancies 15 yearly.

*Ordinary Probationers.*—After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff and matron. Three courses on sick nursing, surgical anatomy, physiology and hygiene are given by the hon. medical staff each year. Each lecture is supplemented by a class held by the matron. A Light Department has been added to the above hospital with a sister in charge, and each probationer receives instruction for 2 months in this department. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; 1 day monthly; frequently leave is given from 6 or 7 P.M. one evening until 10 P.M. next evening; sisters 4 weeks', nurses 3 weeks', probationers 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Sisters, £30 to £36 per annum. Laundry and indoor uniform are provided.

*Paying Probationers.*—Applicants are received for not less than 3 months' training on payment of £6 5s. for such period, or £25 for 1 year's training; no certificate on test of any kind given for less than the full year's training. They must be between 22 and 35 years of age. In

respect of duties and privileges they are upon the same footing as the ordinary probationers.

**Winchester. — Royal Hants County Hospital.** Beds, 108. LADY SUPERINTENDENT; 1 Assistant Matron; 1 Night Superintendent; 5 Sisters; 8 Nurses; 5 Cottage Nurses; 16 Probationers; 24 Private Staff Nurses. Applications average 153 yearly, and vacancies vary.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 22 and 36 years of age, and must produce satisfactory evidence as to character, education, health and physique, and a certificate of recent vaccination. LECTURES are given by the medical staff and matron. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION.—Probationers, 2 hours, nurses, 2½ hours, and sisters 3 hours daily; half-day monthly; 4 weeks holiday during the year. PREMIUM, £5 5s. SALARIES, 1st year, £6; 2nd year, £10; 3rd year, £12; 4th year, £25. Nurses, £24 per annum; sisters, £30. Laundry and indoor uniform are provided. Nurses and probationers have cubicle sleeping accommodation. The hospital is federated to the Royal National Pension Fund for Nurses.

There is a Private Nursing Staff attached, for particulars of which see under NURSING INSTITUTIONS (page 280).

**Wolverhampton and Staffordshire General Hospital,** Wolverhampton. Beds, 230. MATRON; 7 Sisters; 1 Night Superintendent; 1 Theatre Sister; 10 Staff or Assistant Nurses; 20 Probationers (Ordinary and Paying). Applications average 200, and vacancies 13 yearly.

After a personal interview and 1 month's trial, applicants are received on the 1st of January, April, July and October, for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence of character, education, health and physique. Promotion to the staff as assistant nurses after 2 years. LECTURES are given by the honorary and resident staff, and a certificate is granted at the end of the period of training. Examinations are held at the end of each session. RECREATION.—Probationers, 2 hours daily, a day off occasionally; assistant nurses, 4.30 to 9.30 P.M. once a week; sisters, 2 hours daily, half-day once a fortnight, 1 day monthly, 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st and 2nd years, *nil*; 3rd year, £20. Sisters, £30 to £40 per annum. Laundry and indoor uniform are provided; outdoor uniform is not provided. There is no private staff. The nurses are cared for in sickness and convalescence. Indi-



vidual cases have been considered by the authorities and grants made to nurses incapacitated after faithful service, but the hospital does not undertake to provide for such nurses as a rule. Nurses are advised to join the Royal National Pension Fund for Nurses.

**Worcester General Infirmary.** Beds, 132. **MATRON;** 8 Sisters; 20 Probationers. Applications average 90, and vacancies 12 yearly.

*Two Year Probationers.*—After a personal interview and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates must not be less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by the medical and surgical staff upon anatomy, surgery, physiology and medicine. A certificate is granted. **RECREATION**, 1½ hours twice, 2 hours twice, and 3 hours twice weekly; sisters, 1½ hours twice, 2 hours twice, and 4 hours twice weekly. **PREMIUM** for two years' training, £15 15s. **SALARY** *nil*. Laundry provided. Uniform not provided.

*Three Year Probationers.*—**PREMIUM**, £10 10s. **SALARY**, 1st year, *nil*; 2nd year, £5; 3rd year, £10. Laundry and uniform provided. Particulars as to age, character, education, etc., as for 2 year probationers.

Probationers are eligible for promotion to the post of ward sister after 3 years' training if their work shows evidence of their fitness. Sisters' salary, £27 to £32 per annum.

The hospital is federated to the Royal National Pension Fund for Nurses.

**York County Hospital.** Beds, 150. **LADY SUPERINTENDENT;** 8 Sisters; 12 Nurses; 22 Probationers. Applications average 120, and vacancies 12 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by the resident and hon. staff upon anatomy, physiology and nursing. A certificate is granted upon satisfactorily completing engagement and passing examination. **RECREATION**, 1¼ hours daily; half-day weekly; 4 hours on Sunday; 4 weeks' holiday every year. **PREMIUM**, £10. **SALARY**, 1st year, *nil*; 2nd year, £9; 3rd year, £11. Nurses are also trained without premium with a salary of £5 the 2nd and 3rd years. Sisters, £25 to £35 per annum. Laundry and in- and out-door uniform are provided. Nurses and probationers have separate bedrooms.

## SCOTLAND.

**Aberdeen Royal Infirmary.** Beds, 240. MATRON; ASSISTANT MATRON; 9 Sisters; 2 Night Superintendents; 60 Nurses and Probationers. Applications average 400, and vacancies 18 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training, dating from entry on probation. Candidates must be between 23 and 35 years of age, and produce satisfactory evidence of character, health, physique and education. Probationers breaking their engagement repay half the wages received. LECTURES are given by the visiting physicians and surgeons. An examination is held at the end of each course of lectures and at the end of the 3rd year. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, 3 hours); 1 day monthly; probationers, 3 weeks', nurses, 4 weeks' holiday in the year. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; nurses, £20 to £30; sisters, £30 to £39. Laundry and indoor uniform are provided. Nurses give and receive 1 month's notice. Each nurse and probationer has a separate bedroom. Nurses are sent out to private cases when they can be easily spared.

**Ayr County Infirmary.** Beds, 100. MATRON; 5 Sisters; 4 Nurses; 10 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training, with a certificate on satisfactorily completing engagement. Candidates should be 21 years of age. LECTURES. --2 courses are held during each year and are followed by examination. RECREATION, 3 hours daily; 4 hours Sunday; 1 day monthly; 21 days yearly. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15. Indoor and outdoor uniform provided. Each nurse has a separate bedroom.

\* **Dumfriesshire and Galloway Royal Infirmary,** Dumfries. Beds, 135. LADY SUPERINTENDENT; 1 Night Superintendent; 4 Charge Nurses; 11 Probationers. Applications average 60, and vacancies 2 to 3 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates must be from 22 to 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the assistant physician and surgeon, and by the lady superintendent on nursing. Classes are held. Examinations are held yearly in April or May. A gold medal is given to the most successful nurse. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours on alternate days; half-day in every alternate week; a fortnight's holiday a year; charge nurses 3 weeks. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £18; nurses, £27 to £30. Laundry and part of indoor uniform are provided. Each nurse has a separate bedroom; probationers sometimes have to share bedroom with another.

**Dundee Royal Infirmary.** Beds, 300. MATRON; 2 ASSISTANT MATRONS; 12 Sisters; 57 Nurses and Probationers. Applications average 400, and vacancies 20 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Medical Superintendent. Bandaging classes by theatre sister, cookery classes by certificated teacher. Examinations are held and prizes are awarded to the successful probationers. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. A limited number of probationers admitted who pay a premium of £31 10s. for 1 year's training. SALARY, 1st year, £12; 2nd year, £18; 3rd year, £21. Indoor uniform after the first year and laundry are provided. Outdoor uniform is not provided and not compulsory, but if worn must conform to the hospital pattern. Promotions are made from the staff. Each nurse and probationer has a separate bedroom.

**Edinburgh.—The Royal Infirmary.** Beds, 868; Cots, 64. SUPERINTENDENT OF NURSES; 5 ASST. SUPERINTENDENTS; 33 Sisters; 55 Assistant Nurses and Extra Nurses; 66 Night Nurses; 86 Probationers; 1 Special Probationer from other Institutions. Applications average 700, and vacancies 80 yearly.

After personal interview and 1 month's trial, applicants are received for a course of 3 years' training on passing preliminary examination.

Candidates must be between 23 and 35 years of age, and must produce evidence as to character, education, health and physique. Applicants are only admitted on 1st Jan., 1st April, 1st July and 1st Oct. LECTURES are given by the members of the medical and surgical staff upon medical, surgical and gynaecological nursing. Examinations are held at the end of each course of lectures. A certificate is granted on the satisfactory completion of the engagement. RECREATION, probationers, 2 hours daily; half a day off duty every fortnight; 3 weeks' holiday yearly; nurses, 2 hours daily; half day and whole day once a month; 4 weeks in the year; night nurses have 1 night each month; sisters, same as nurses, but 5 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20; head nurses, £30 to £40 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Glasgow Royal Infirmary,** Glasgow. Beds, 582. MATRON; ASSISTANT MATRON; 3 Nursing Superintendents; 30 Head Nurses; 66 Assistant Nurses; Electric Department Nurse; 6 Dispensary Nurses; 2 Home Nurses; 40 Probationers. Applications average 800, and vacancies 30 yearly.

Candidates should be between 20 and 30 years of age, and must be of good moral character. Before being accepted as probationers applicants are required to enter for two courses of lectures and to pass an examination in the subjects of each course. They must also produce evidence of fair education (a school-leaving certificate will suffice), and be passed on medical examination by the physician to the nursing staff. The first course (fee, £2 2s.), comprises 12 lectures and demonstrations on anatomy; 12 on physiology; and 12 on hygiene. After passing an examination in these subjects, the candidate may, if elected, proceed to the second course (fee, £3 3s.). The second course comprises 20 lectures and demonstrations on surgical cases; 20 on medical cases, and 20 on ward work and cookery. These preliminary courses occupy three months, during which time the student provides herself with board and lodging at her own expense. If accepted, on completion of the preliminary instruction, applicants engage themselves for 3 years' training as probationers, and at the end of that period, after passing a final and practical examination, certificates are granted. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday for the 1st 3 years, 4 weeks at the end of the 3rd and subsequent years. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £20; 3rd year, £22; 4th year, £26; 5th year, £30; 6th year, £35. Laundry and indoor uniform are provided, outdoor uniform is not provided. Each nurse and probationer has a separate bedroom,



### **Glasgow.—Stobhill Infirmary Springburn.**

Beds, 1600. MATRON; ASSISTANT MATRON; 3 Night Superintendents; 3 Day Superintendents; 26 Staff Nurses; 94 Probationers. Applications average 150.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received for 3 years' training. Candidates should be between the ages of 21 and 35, and must produce satisfactory references as to character, education, health and physique. LECTURES are given by the medical staff, and examinations are held, certificates being granted at the satisfactory conclusion of the engagement. RECREATION, probationers, half-day and one evening weekly; 3 weeks' annually after first year; nurses, 2 half-days weekly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £25; nurses, £30 to £40. Laundry and indoor uniform provided. Each nurse has a separate bedroom.

**Glasgow.—Victoria Infirmary.** Beds, 184. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 8 Staff Nurses; 26 Probationers; 6 Paying Probationers. Applications average 500, and vacancies 10 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by medical superintendent upon elementary physiology, anatomy, medical and surgical work, etc. Examinations are held twice a year. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily; half-day monthly; 2 weeks' holiday in a year for probationers; 3 weeks for nurses; 4 weeks for sisters. In addition sisters and nurses have an evening (4.30 to 10) weekly. SALARIES, 1st year, £12; 2nd year, £16; 3rd year, £20; nurses, £25 to £28; sisters, £30, rising by £2 yearly to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers* are also taken. PREMIUM, £20.

**Glasgow Western Infirmary.** Beds, 416. MATRON; 2 ASSISTANT MATRONS; 1 Night Superintendent; 14 Sisters; 133 Nurses and Probationers. Applications average 600, and vacancies 30 to 40 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 22 and 32

years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the physicians and surgeons on medical and surgical nursing, and practical instruction is given by ward sisters. Demonstrations in sick-room cookery are given. Examinations are held in March and October, when prizes are given. Certificates are awarded after passing the prescribed examinations, and showing a satisfactory record during the course of training. RECREATION, 3 hours daily; 1 day monthly; about 16 days yearly. Sisters have a few days at Christmas and Easter, and 1 month in the summer. PREMIUM, *nil.* SALARY, 1st year, £10; 2nd and 3rd year, £15; 4th year, £25; nurses, £25 to £30; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom. Nurses are cared for during sickness.

**Greenock Hospital and Infirmary.** Beds, 140; Fever, 80. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 7 Sisters; 28 Nurses and Probationers.

Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are at present received for a course of 3 years' training. LECTURES are given by members of the visiting staff and house surgeon. Certificates are granted after passing examination and satisfactorily completing engagement. Prizes will be given to the junior and senior probationers by the manager of the hospital. PREMIUM, *nil.* SALARY, 1st year, £10; 2nd and 3rd years, £20. Laundry and indoor uniform are provided.

**Kilmarnock Infirmary,** Kilmarnock, Ayrshire. Beds, 140. MATRON; 5 Sisters; 8 Nurses; 6 Probationers. Applications average 50, and Vacancies 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon medical and surgical nursing. A certificate is granted on passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; extra hours or half a day allowed when specially requested and convenient; 3 weeks' holiday every year. PREMIUM, *nil.* SALARY, 1st year, £12; 2nd year, £16; 3rd year, £20; sisters, £30 to £35. Laundry and indoor uniform are provided. Nurses provide outdoor uniform for themselves.

**Paisley.**—**Royal Alexandra Infirmary,** Paisley. Beds, 144. **MATRON**; 4 Sisters; 25 Nurses and Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training, and are required to remain a fourth year if asked to do so. Candidates should be between 22 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by the visiting staff and medical superintendent. Examinations are held twice a year. A certificate is granted upon satisfactorily completing engagement and passing examinations. **RECREATION**, 2 hours daily; half-day every week; 16 to 23 days' holiday yearly. **PREMIUM**, *nil*. **SALARY**, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £24; nurses, £24 to £30; sisters, £32 to £36. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse has a separate bedroom, but probationers have not. Nurses are occasionally sent out to private cases in emergencies.

**Perth.**—**County and City of Perth Royal Infirmary.** Beds, 110. **MATRON**; 5 Sisters; 18 Assistant Nurses and Probationers.

After seeing certificates and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates must be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by members of the staff upon elementary anatomy and physiology, and fever and surgical nursing. A certificate is granted after passing examination and satisfactorily completing engagement. **RECREATION**, every second day from 1 to 4 P.M.; half-day once a fortnight; probationers have 3 weeks' and sisters 1 month's holiday in the year. **SALARIES**.—Probationers, 1st year, £12; 2nd year, £18; 3rd year, £22 to £25, according to work given; sisters receive from £30 to £40 per annum according to length of service and the duties required. Laundry and indoor uniform are provided.

The infirmary is also fever hospital for the city and county, and all nurses have an equal share of infectious work.

## IRELAND.

**Belfast.—Royal Victoria Hospital,** Grosvenor Road, Belfast. Beds, 300. MATRON; 1 HOME SISTER; NIGHT SUPERINTENDENT; 8 Sisters; 22 Staff Nurses; 32 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age. LECTURES are given by the medical and surgical staff. 3 weeks' holiday annually. PREMIUM, £20. Laundry and indoor uniform provided. For further particulars see BELFAST NURSES' HOME, p. 289.

**Cork.—North Charitable Infirmary,** Mulgrave Road. Beds, 120. MATRON; SUPERINTENDENT; 8 Sisters; 1 Night Superintendent; 34 Probationers; 20 Private Nursing Staff.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to education, health and physique. Instruction is given by the Medical staff and the Lady Superintendent. Examinations are held in February, June and November of each year. RECREATION, 2 hours on alternate days; 10 days' holiday yearly. PREMIUM, £30. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £10; 3rd year, £12. Laundry is provided; uniform is not provided. Nurses are sent out to private cases.

**Cork. — South Charitable Infirmary and County Hospital.** (The training school was established in 1898.) Beds, 104. MATRON; 1 Staff Superintendent; 3 Staff Sisters; 1 Night Superintendent; 50 Staff Nurses; 28 Private Nurses; 22 Probationers.

After a personal interview and 2 months' trial applicants are received for 3 years' training (3 months of which is spent in the North Fever Hospital, Cork). Candidates must be between the ages of 21 and 30 and must produce satisfactory testimonials as to character and a medical certificate of health. LECTURES are given by the visiting staff, the staff superintendent and matron. Certificates are granted after passing examination; 1½ years of the training are spent in hospital, 1½ years in private nursing. RECREATION, 2 hours daily, half-day Sunday, half-day monthly, probationers have 2 weeks' holiday in the year, nurses, 3 weeks; sisters, 4 weeks. PREMIUM, £30. SALARIES, 1st year, *nil*; 2nd year, £10; 3rd year, £12; nurses, £25; sisters, £35 to £40. Laundry and outdoor uniform (after first 1½ years) provided. Indoor uniform not provided. Nurses and probationers have separate bedrooms. Nurses are sent out to private cases,



**Dublin.—Adelaide Hospital.** Beds, 135. LADY SUPERINTENDENT; ASSISTANT MATRON; 7 Sisters; 40 Nurses; 20 Probationers.

*Ordinary Probationers.*—After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 22 and 35 years of age, and must produce satisfactory evidence of education, character and health. LECTURES are given by the physicians and surgeons and by the matron. Practical instruction is given in the wards by the divisional nurses. A certificate is granted after satisfactorily completing engagement. RECREATION, half-day 2 days a week and on Sunday; divisional nurses in addition have from Saturday afternoon to 9 A.M. on Monday once a month. PREMIUM, £15. SALARY.—Probationers 1st year, £10; 2nd year, £12; 3rd year, £15; nurses, 1st year, £20; 2nd year, £23; 3rd and subsequent years, £26; divisional nurses, £35 per annum, with an annual increase of £2 10s. to a maximum of £45. Laundry and indoor and outdoor uniform are provided.

*Paying Probationers* are also received for 1 or 3 years. The regulations given above apply in their case except as follows: PREMIUM, £54 12s. for the 1st year. At the end of 1 year they may receive a 1 year's certificate on passing examination and satisfactorily completing engagement, or they may remain for the 3 years, paying no premium for the 2 extra years, but receiving no salary. A 3 years' certificate is given on passing examination.

There is a Private Nursing Staff, see page 290. Nurses with less than 3 years' training are not sent out.

**Dublin.—Dr. Steeven's Hospital.** Beds, 200. SUPERINTENDENT OF NURSES; 8 Sisters; 24 Nurses; 30 Probationers. Applications for paying probationerships average 180, and vacancies 18 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. Probationers, if competent, serve their 2nd year as assistant nurse and their 3rd and 4th year on the private nursing staff of the hospital. LECTURES are given on anatomy and physiology, medical and surgical nursing, hygiene and invalid cookery, and by the superintendent of nurses on practical nursing. A certificate is granted on satisfactorily passing examination. RECREATION, 3 hours daily;  $\frac{1}{2}$  day alternate Sunday; 1 month's holiday yearly. PREMIUM, £30; a limited number for £10. SALARY for £30 fee probationers, 1st year, *nil*; 2nd year, £8; 3rd year, £12; 4th year, £16; for £10 fee

probationers, 1st year, *nil*; 2nd, 3rd and 4th years, £8. Laundry and text-books provided. Indoor uniform provided during 2nd, 3rd and 4th years. Outdoor uniform not provided. Nurses and probationers do not have separate bedrooms.

*Paying Probationers* are received for 3 months and upwards. PREMIUM, £13 13s. a quarter. LECTURES given by the hospital staff and the superintendent of nurses, and practical instruction in the wards and also in massage given by the superintendent of nurses.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 291.

**Dublin.—House of Industry Hospitals.** The hospitals included under this head are the Hardwicke Fever Hospital (100 beds), the Richmond Surgical Hospital (86 beds), and the Whitworth Medical Hospital (60 beds). Total number of beds, 246. LADY SUPERINTENDENT; 2 Sisters; 3 Night Superintendents.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the lecturers of the Dublin Metropolitan Technical School for Nurses, and by the physicians and surgeons of the House of Industry Hospitals, and the subjects include anatomy, physiology, hygiene and invalid cookery. Examinations are held after each course of lectures, and a gold and silver medal are awarded to the most successful probationer. A certificate is granted after passing examination and satisfactorily completing engagement. PREMIUM, £10. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14; 4th year, £20. Sisters from £40 per annum. Laundry and indoor uniform provided. Each nurse has a separate bedroom: probationers do not.

**Dublin.—Jervis Street Hospital.** Beds, 100. Managed by the Sisters of Mercy. SUPERINTENDENT; 12 Sisters; 40 Nurses.

After a personal interview and 3 months' trial, applicants are received for not less than 1 year's training, which may be extended for a longer time, after which they enter into service, if required by the committee, as hospital, district or private nurses. Candidates must be between 22 and 35 years of age. PREMIUM, £30. A certificate is granted after 4 years' service to the hospital. SALARY, year of probation, *nil*; 1st year as nurse, £10; 2nd and 3rd year, £15. Candidates provide their own indoor uniform; out-door uniform is provided at the end of 2nd year's training.

**Dublin.—Mater Misericordiae Hospital,** Eccles Street. Managed by the Sisters of Mercy. Beds, 336. LADY SUPERIOR; MATRON; 30 Sisters; 2 Night Superintendents; 6 Nurses; 30 Private Nurses; 45 Probationers. Applications average about 500, vacancies 30 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training and service. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff and by the matron. A certificate is awarded at the termination of the period of engagement. PREMIUM, £20. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £12; 4th year, £16. Laundry and outdoor uniform are provided. There are no staff appointments in the wards, a sister having charge of each. Fully trained nurses are, however, permitted to join the private nursing staff if suitable.

*Special probationers* are received. PREMIUM, £52.

Nurses are sent out to private cases on passing the examinations, after at least 2 years' training. For particulars of Private Nursing Staff, see page 291.

**Dublin.—Meath Hospital and County Dublin Infirmary,** Heytesbury Street. Beds, 142. LADY SUPERINTENDENT; ASSISTANT MATRON; 5 Staff Sisters; 9 Nurses; 20 Probationers.

Candidates should be between 20 and 40 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 1, 2 or 3 years' training and agree to remain in the service of the institution for a further period of 2 years. Certificates are granted at the end of the period of training on passing examinations and giving satisfaction in their practical work as nurses. LECTURES are delivered to the nurses by the staff of the Meath Hospital, and practical nursing is taught in the wards of the above-mentioned hospitals. RECREATION, 3 P.M. to 10 P.M.; 4 weeks' holiday in a year. PREMIUM, £52 10s. For further particulars see DUBLIN RED CROSS TRAINING SCHOOL, p. 292.

**Limerick.—County Infirmary.** Beds, 60. MATRON; 4 Nurses; 5 Probationers. Applications average 30, and vacancies 2 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education,

health and physique. LECTURES are given by the house surgeon and matron upon anatomy, physiology and surgery. Examinations are held yearly in March. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily ; 4 weeks' holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil* ; 2nd year, £12 ; 3rd year, £15. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.



### III.—GENERAL HOSPITALS WITH 100 BEDS AND UNDER, ALL SPECIAL HOSPITALS, AND OTHER INSTITUTIONS WHICH TRAIN PROBATIONERS.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (\*).

#### LONDON.

**Alexandra Hospital for Children with Hip Disease**, Queen Square, Bloomsbury, W.C. Beds, 65. MATRON; 2 Ward Sisters; 2 Night Nurses; 2 Staff Nurses; 2 District Nurses; 13 Nurses and Probationers.

Candidates should be between 20 and 35 years of age, and are received for a course of 1 year for paying probationers, 2 years for non-paying. There are no lectures. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 1 day monthly. SALARIES, ward sister, £30 with uniform, and 2s. 6d. weekly for laundry; staff nurses, £24 per annum with uniform and 2s. weekly for laundry; district nurses, £20 and out- and indoor uniform, 2s. weekly for laundry; probationers, 1st year, £12; 2nd year, £15.

**Belgrave Hospital for Children**, Clapham Road, S.W. Cots, 36. MATRON; 1 Sister; 3 Staff Nurses; 7 Probationers. Vacancies, 4 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Probationers attend the LECTURES at St. George's Hospital. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; a whole day monthly for probationers,  $1\frac{1}{2}$  days for staff nurses; probationers, 1 week's holiday at the end of each 6 months; 3 weeks' holiday in a year to staff nurses. PREMIUM, *nil*. SALARY.—Probationers, 1st

year, *nil*; 2nd year, £12; nurses, £22 to £26 per annum; sisters, £30 to £36 per annum. Laundry and some indoor uniform provided. Each nurse and probationer has a separate bedroom.

**Blackheath and Charlton Cottage Hospital**, Shooter's Hill Road, Blackheath, S.E. Beds, 20. MATRON; 2 Staff Nurses; 2 Probationers.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours a day;  $\frac{1}{2}$  day every fortnight; 3 weeks' holiday every year. SALARY, 1st year, *nil*; 2nd year, £10; staff nurses, £24 to £30. Laundry is provided. Each nurse has a separate bedroom.

**Bolingbroke Hospital**, Wandsworth Common, S.W. Beds, 35 (8 private patients). MATRON; 4 Staff Nurses; 8 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION.—Probationers 2 hours daily; 1 day every 3 weeks; 4 weeks' holiday yearly. The above hours of recreation also apply to nurses and sisters except that they get 3 and 4 hours once a week respectively. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £18; staff nurses, £25. Laundry and part of indoor uniform provided.

**British Lying-in Hospital**, Endell Street, St. Giles, W.C. Beds, 28. MATRON; ASSISTANT MATRON; 15 Pupil Nurses; 8 Pupil Midwives; 3 Midwives for Out-patients.

*Midwifery Pupils*.—Candidates must be between the ages of 25 and 40, and must produce satisfactory evidence of character, education and health. After being approved by the Board of Management, applicants are received for 3 months' training. CLINICAL LECTURES are given by the physicians, and instruction in the management of ordinary labour by the matron. This tuition enables them to take the L.O.S. examination and to register under the Midwives Act, 1902. Certificates are granted after passing a satisfactory examination. FEES—£25 including board and lodging but not washing; unless candidates have had previous hospital training a month's preliminary nursing course is necessary, fee, £7 3s. SALARY, *nil*, and uniform not provided.

*Monthly Nursing.*—Candidates of good character and sound constitution between the ages of 21 and 40 are received for 2 months' training. FEES—4½ guineas for course of instruction; and £4 a month for board and lodging. In the case of previous training the term is reduced to 1 month; fees, £7 3s. Certificate given if desired. Laundry and uniform not provided.

A register of midwives and nurses is kept by the matron.

**Central London Ophthalmic Hospital,** 238A Gray's Inn Road, W.C. Beds, 26. MATRON; 1 Staff Nurse; 4 Probationers. Applications average 12 and vacancies 4 yearly.

After a personal interview and 1 month's trial applicants are received for 1 year's training in ophthalmic nursing. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the matron, and certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly. SALARY at the rate of £10 per annum at the expiration of 6 months. Laundry and indoor uniform are provided.

The advantages of the Royal National Pension Fund for Nurses are constantly urged upon the staff, many of whom have joined.

Double bedrooms for probationers.

**Chelsea Hospital for Women,** Fulham Road, S.W. Beds, 50. MATRON; 1 ASSISTANT MATRON; 1 Night Sister; 3 Charge Nurses; 3 Assistant Nurses; 1 Out-patient Nurse; 12 Probationers. Applications average 150, and vacancies 6 yearly.

After a personal interview and 1 month's trial applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the junior medical staff in turn. Nursing lectures are given by the assistant matron or night sister. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day on Sunday; 1 day monthly; 4 weeks' holiday yearly when hospital is closed for painting and cleaning. SALARY.—Probationers, 1st year, *nil*; 2nd year, £15; assistant nurses, £20; charge nurses, £30 to £40; night sister, £35 to £40. If conduct and work are good, probationers can be promoted to assistant nurses, and assistant nurses to charge nurses. Uniform is provided except for special probationers.

Probationers who have had previous training are taken as senior probationers at a salary of £15 for the first year.

Probationers can also be received by special arrangement for 3 or 4 months on payment of £1 1s. weekly. Uniform not provided.

**City of London Lying-in Hospital**, City Road, E.C. Beds, 44. MATRON; 3 Head Nurses; 25 Pupils (average); 8 Midwives for out-patients.

There are two classes of pupils received for training—pupil midwives and pupil monthly nurses. The length of the course for midwives is 3 and 4 months, for monthly nurses 2 months. Application should be made to the matron any day, except Wednesday, between 10 A.M. and noon. Candidates should be between 21 and 45 years of age, and must produce satisfactory evidence as to moral character and medical certificate of health. LECTURES are given by the medical staff and the matron upon midwifery, and certificates, according to the proficiency of the nurse, are granted upon completion of training. Pupils see all labours when practicable. PREMIUM—*Pupil midwives* who desire to be registered as midwives by the Central Midwives Board pay a fee of £29 8s., payable in advance, for which they receive instruction, board, and lodging for 3 months. *Pupil midwives* who only intend to practise as monthly nurses pay a fee of £23 2s. *Pupil nurses* pay a fee of £12 12s. payable in advance, for which they receive instruction, board, and lodging for 2 months except in the case of certificated nurses when the fee is reduced to £7 7s. Pupils requiring beer or extra milk may have them upon payment of 12s. in each case, but no wine, beer or spirits may be brought by pupils into the hospital. All pupils are required to provide their own laundry expenses, must wear washing dresses, uniform caps, turn-down linen collars, and aprons, of which they are required to bring a sufficient supply. Midwifery pupils are, in addition, required to provide themselves with out-door uniform. A deposit of £2 2s. for pupil midwives, and £1 1s. for pupil nurses, which is included in the fee, must be paid when the applicant enters her name for a vacancy, and will be forfeited should she not proceed with her engagement.

**City Orthopaedic Hospital**, 26 & 27 Hatton Garden, E.C. Beds, 47. MATRON; 1 Night Superintendent; 1 Head Nurse; 3 Staff Nurses; 4 Probationers. Applications average 25, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. Two ladies as references. LECTURES are given by the medical staff. Certificates are granted upon satisfactory com-

pleting engagement. RECREATION, probationers, 2 hours daily; half Sunday; 1 day monthly; 3 weeks' holiday yearly. SALARY, 1st 3 months, nil, after that they receive at the rate of £12 a year; staff nurses, £18 to £24; head nurse, £25 to £30. Laundry and dress and caps. Cubicle sleeping accommodation.

**Clapham Maternity Hospital**, Jeffreys Road, Clapham, S.W. Beds, 36. MATRON; 12 Nurses and Probationers. Letters of inquiry should be addressed to the hon. sec.

Probationers between 23 and 40 years of age are trained for monthly nursing under the supervision of the matron and resident staff. The course is of 3 or 4 months' duration, and the fees to be paid are 11 or 13 guineas, or, in the case of nurses already medically and surgically trained, 2 months' and fees 8 guineas. Laundry is not provided. Indoor uniform must be worn, which probationers are required to provide. WEEKLY LECTURES are given by the visiting physicians on midwifery, and by the matron and house surgeon on monthly nursing. A certificate of training in monthly nursing is given.

Special instruction for the L.O.S. examination and certificate is to be obtained in the School of Midwifery affiliated to this hospital. Students reside with the medical women, who are in charge of the maternity, at 165 Clapham Road, S.W., or at St. John's House, 31 and 33 Albert Bridge Road, Battersea, S.W. TERMS.—25s. per week for board; hospital capitation fee, £1 1s.; teaching and training fees, 10 guineas—in all, £27 6s. for the 3 months' course. At St. John's House the fees are reduced to £24 3s. District monthly nursing is included in the course.

Dispensing taught. FEE, £3 3s. for a class, or £4 4s. for 12 single lessons.

**East End Mothers' Home**, 394 and 396 Commercial Road, E. Beds, 23 and 3 Labour Wards. LADY SUPERINTENDENT; 4 Nurses; 15 Pupil Nurses. Vacancies, about 55 annually.

The Committee of Management receive a limited number of women to be trained as midwives or monthly nurses in the home. Candidates must be between 21 and 40 years of age, may be single, widows or married, and must produce satisfactory evidence as to character, and medical certificate of health and physique. The course of training for pupil midwives is from 3 to 5 months. PREMIUM.—The fee (payable in advance) for pupil midwives is £15 15s. for 3 months' training including 1 month's monthly nursing; 4 months' course £21; 5 months' course £25 4s. including 2 months' monthly nursing; in return for which pupils



receive instruction, board and lodging (exclusive of beer or wine). LECTURES are given by the visiting medical officer and lady superintendent. Pupil midwives are specially prepared by the medical staff and lady superintendent for the examination of the L.O.S. The examination fee must be paid by the pupil. Parchment certificates are granted after satisfactorily completing engagement and passing examination, but such certificates do not entitle midwives to undertake the medical treatment of cases, nor the management of complications in labour. Pupils must provide themselves with washing dresses, caps and aprons, and pay for their own washing. RECREATION, for permanent staff, 2 hours daily; half-day every week; 1 day monthly; 3 weeks' holiday in the year. SALARY, staff nurses, £25 to £30. Laundry and indoor uniform provided for nurses. Cubicle sleeping accommodation.

**East London Hospital for Children**, Glamis Road, Shadwell, E. Beds, 107. LADY SUPERINTENDENT; 6 Sisters; 1 Home Sister; 27 Nurses; 5 Lady Probationers. Applications average 450, and vacancies 20 yearly.

After a personal interview and 3 months' trial applicants are received for 3 years' training. Candidates must be between 20 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer and lady superintendent upon anatomy, physiology and nursing of children. Certificates are granted after satisfactorily completing engagement. RECREATION, 3 hours daily; night and day monthly; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £12; 3rd year, £20. Laundry and indoor uniform are provided. Cubicle sleeping accommodation is provided.

**Evelina Hospital for Sick Children**, Southwark Bridge Road, S.E. Beds, 68. MATRON; ASSISTANT MATRON; 4 Sisters; 5 Staff Nurses; 14 Probationers; 5 Special Probationers. Applications average 500, and vacancies 6 to 8 yearly.

After a personal interview (Tuesdays), and 1 month's trial, applicants are received for a course of 3 years' training as *ordinary probationers*. Candidates should be between 21 and 25 years of age. They must produce satisfactory evidence as to character and education, proof that they have been vaccinated within last 7 years, and must pass a medical examination by a member of the medical staff. Ladies between 21 and 30 years of age are received after 1 month's trial as *paying probationers* for 1 year, and they may, subject to the approval of the lady superintendent, continue their training without further payment for the second and third year, in order to gain the certificate, which is not granted to them

otherwise. LECTURES are given by the medical staff and matron, and certificates are granted to all probationers after completing satisfactorily the 3 years' engagement. RECREATION, 3 hours daily; 1 day every month; 4 weeks in the year. PREMIUM for *paying probationers*, £13 13s., payable in advance, the first quarter; £1 1s. per week, payable 4 weeks in advance afterwards. *Paying probationers* must pay their own laundry expenses, except for the washing of uniform which is provided. SALARIES paid to *ordinary probationers and nurses*, 1st year, £10; 2nd year, £12; 3rd year, £20, rising £2 each year for the next 3 years. Laundry is provided. For the month of trial all probationers must furnish themselves with 2 cotton dresses, 12 linen aprons (uniform pattern), 4 caps, 12 linen collars, and 12 pairs of cuffs. Uniform is afterwards provided by the hospital. Each nurse and probationer has a separate bedroom.

**General Lying-in Hospital**, York Road, Lambeth, S.E. Beds, 24. MATRON; 1 Resident Midwife; 8 Pupil Midwives; 20 Pupil Nurses. Applications average 209, and vacancies, 102 annually.

Pupils are received for training as midwives and as nurses. In either case a personal application must be made to the matron on any week-day between the hours of 11 A.M. and 1 P.M., and a satisfactory reference will in all cases be required. Preference is given to trained medical or surgical nurses. Print dresses, aprons, and special caps must be provided by the applicant and worn when on duty.

*Pupil Midwives* enter for a 3 months' course, and pay a fee of 25 guineas, which includes board, lodging, and instruction, but not washing. A deposit of £1 must be paid by every pupil when her name is placed upon the register of pupils. The thermometer required for her clinical work must be procured from the secretary, and when broken must be replaced from the same store. The cost of the thermometers thus broken and used will be deducted from the deposit, and the balance returned on leaving. The deposit will be forfeited if the pupil does not enter within seven days of the time specified on the paper received by her from the matron. The practical course of training for a midwife is thus divided: (a) Nursing in the lying-in wards under the superintendence of the matron; (b) Conducting labours in the delivery rooms under the supervision of the resident midwife; (c) Attending labour cases in the patient's own home under the supervision of the midwife attached to the out-patient department in the neighbourhood of the hospital. During attendance upon external cases the pupil midwives sleep in the house of the midwife, but take their meals, and receive instruction in the hospital. LECTURES are given by the physicians and the house-physician, and oral instruction by the matron and resident midwife.

Pupil midwives receive a certificate upon satisfactorily completing their engagement. They are encouraged to present themselves for the examination of the Obstetrical Society of London, the course of instruction being specially adapted to that end.

*Pupil Nurses* are received into the hospital for 3 months' training, paying a fee of 18 guineas, including board, lodging, and instruction, but not washing. They are subject to the same regulations as to deposit, forfeit, and provision of the thermometers as the pupil midwives. The course of training for a nurse comprises: (a) Assisting at labour cases in the delivery rooms under the supervision of the resident midwife; (b) Nursing in the lying-in wards under the superintendence of the matron. LECTURES are given to the nurses by the matron, and a certificate is awarded upon the satisfactory completion of their engagement.

Certificated midwives and nurses can be entered upon a register for recommendation to ladies upon payment of a fee of five shillings.

### **Great Ormond Street Children's Hospital.**

See page 104.

### **Grosvenor Hospital for Women and Children,**

Vincent Square, Westminster, S.W. Beds, 24. LADY SUPERINTENDENT; 1 Sister; 2 Nurses; 4 Probationers.

After personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; nurses, 2½ hours; 1 day monthly; 3 weeks' holiday every year. Nurses, 4 weeks' holiday. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14. No remuneration is given for the trial months. Laundry and part indoor uniform are provided. Outdoor uniform is not provided.

A large amount of operative work is done at the hospital, and the nurses have opportunities of attending and nursing abdominal sections. Children are, at present, only admitted as out-patients.

### **Hampstead General Hospital,** Parliament Hill, N.W.

Beds, 35; (10 Pay). MATRON; 3 Sisters, 3 Charge Nurses; 1 Out-Patient Charge Nurse; 8 Probationers; 5 Nurses upon the private staff. Applications average about 200, and vacancies about 5 annually.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. Candidates are required to sign an

agreement for 3 years. LECTURES are given by the medical staff and matron upon anatomy, physiology and general nursing. A medal is awarded to the best probationer of the year. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half Sunday; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £4 4s.; returnable after 1st year. SALARY 1st year, *nil*; 2nd year, £12; 3rd year, £20. Laundry, indoor, and outdoor uniform are provided. At all times the nurses and probationers are nursed in the hospital, and attended by the medical staff when ill.

Nurses, who must have received not less than 3 years' training are received upon the private nursing staff, at a salary of £30 per annum with 5 per cent. commission on their earnings. (See under NURSING INSTITUTIONS, page 222.)

**Her Majesty's Hospital** (Dr. Barnardo's), 13-19 Stepney Causeway, E. Beds, 87. MATRON; ASSISTANT MATRON; 2 Staff Nurses; 19 Probationers. Applications average 80, and vacancies 6 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 or 3 years' training. Candidates must be between 20 and 30 years of age, in robust and vigorous health, attached members (communicants) of some Protestant Evangelical Church, and total abstainers. LECTURES are given on anatomy, physiology and nursing. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily, and from 10 A.M. to 1 P.M., or from 3 to 10 P.M. on Sunday; 1 day each month, and 3 weeks' holiday in a year. Nurses have 4 weeks' holiday. PREMIUM, *nil*. SALARY, Probationers, 1st year, *nil*; 2nd year, *nil*; 3rd year, £15. Nurses, £20 to £25 per annum. Laundry, and in- and out-door uniform are provided. Each nurse has a separate bedroom, probationers have not.

**Home and Infirmary for Sick Children**, Sydenham Road, Lower Sydenham, S.E. Cots, 57. MATRON; 3 Nurses; 7 Probationers. Applications average 200, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. Proof of vaccination since the age of 15 must also be shown. LECTURES are given. Certificates are granted upon satisfactory completion of engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY.—Probationers,

1st year, £6; 2nd year, £10; 3rd year, £12. No remuneration is given for the trial months. Nurses, from £20 to £30. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom. Nurses and probationers are nursed in the hospital, and attended by the medical staff when ill. Nurses are advised to join the Royal National Pension Fund for Nurses.

**Home for Confirmed Invalids**, 36 Aubert Park, Highbury Park, N. Beds, 30. MATRON; 1 Trained Nurse; 5 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 28 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; half-day every fortnight; 1 week's holiday. SALARY, 1st year, £10; 2nd year, £13. Laundry and uniform are provided.

Also at 1 and 2 Highbury Terrace, N. Beds, 33. MATRON; 1 Trained Nurse; 4 Probationers.

The training given here is specially valuable for those who propose to devote themselves to nursing chronic cases in private.

**Hospital for Consumption**, Brompton, S.W. Beds, 321. LADY SUPERINTENDENT; 1 Home Sister; 12 Sisters; 2 Night Superintendents; 36 Nurses; 17 Probationers; 23 Nurses on Private Nursing Staff. Applications average 190, and vacancies 17 yearly.

After a personal interview and 1 month's trial, nurses are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by resident medical officer and by the lady superintendent upon anatomy and physiology and nursing. A year's training (generally the 2nd year) in a general hospital or infirmary is also given. Certificates are granted on satisfactory completion of engagement and passing examination. RECREATION, 2½ to 3½ hours daily; probationers and staff nurses, 5 to 8 hours weekly; sisters, 10 hours weekly; 1 day monthly (7 A.M. to 10 or 12 P.M.); 3 weeks' holiday in a year for nurses; sisters, 4. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £12; 3rd year, £24, rising £2 per annum to £30; sisters, £30, rising £2 per annum to £40. Laundry and indoor and outdoor uniform are provided. The hospital is federated to the Royal National Pension Fund for Nurses. In sickness the nurses are nursed in the hospital and home and are sent, if necessary, to convalescent homes at the expense of the hospital.



**Hospital for Epilepsy and Paralysis and other Diseases of the Nervous System** (Incorporated), 4 Maida Vale, N.W. Beds, 38. MATRON ; 2 Sisters ; 1 Staff Night Nurse ; 6 Probationers.

Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. After a personal application and 1 month's trial, applicants are received for 2 years' training. A certificate is granted upon satisfactory completion of engagement. RECREATION, 2 hours daily ; 1 day monthly. PREMIUM, *nil*. SALARY, 1st year, £10 ; 2nd year, £12. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Most of the nurses and probationers will have separate bedrooms.

**Hospital for Sick Children, The**, Gt. Ormond Street, W.C. Beds, 200. MATRON ; 1 Assistant Matron ; 1 Night Superintendent ; 1 Housekeeper ; 9 Sisters ; 12 Staff Nurses ; 41 Ordinary Probationers ; 16 Paying Probationers ; 28 Private Nurses. Applications average about 3000 yearly.

*Ordinary Probationers.*—After a personal interview and 1 month's trial (which may be extended at the discretion of the matron to 2 months), applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by members of the medical staff, and instruction is also given by the matron, home sister, and ward sisters in practical nursing, cookery and massage. Examinations are held in June each year for the junior probationers, and every October there is an examination for nurses in their third year. Nurses who fail to obtain 35 per cent. of the available marks are considered to have failed, and are only allowed to present themselves for further examination by special permission. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 3 hours daily ; 1 half day and 1 whole day monthly ; 3 weeks' holiday yearly. SALARY, 1st year, £8 ; 2nd year, £12 ; 3rd year, £18, with 1s. 8d. a week for washing ; staff nurses, 1st year, £30, with same allowance for washing ; sisters, 1st year, £35 ; 2nd year, £40, and 2s. 6d. a week for washing. Probationers are provided with indoor uniform, 3 washing dresses, 6 linen aprons, 3 caps, and 6 collars ; and indoor uniform is provided for all the regular staff.

*Paying Probationers.*—A certain number of paying probationers are admitted between the ages of 21 and 35, in the first instance for a term of 3 months, signing an agreement to abide by the rules of the hospital. If recommended by the matron, a paying probationer may be

subsequently reappointed for a further term of 9 months; at the end of the 12 months, if satisfactory, she receives a certificate from the matron to the effect that she has had 1 year's training in the nursing of sick children, but in no case is a certificate implying that she is a trained nurse given to a nurse who has not completed the full 3 years' curriculum. A paying probationer wishing to complete her training may, on the recommendation of the matron, at the end of the 12 months be transferred to the regular staff, ranking and receiving pay as a probationer in her second year. No difference is made with regard to the details of training and ward work between ordinary and paying probationers. The FEE for paying probationers is 1 guinea a week, payable in advance by quarterly instalments. Paying probationers have to pay for their uniform and washing. Nurses, the majority of probationers, and all paying probationers, have separate bedrooms.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 222. Nurses must have had at least 3 years' training.

**Hospital for Women, The,** Soho Square, W. Beds, 60 (39 available). MATRON; 1 Night Superintendent; 4 Day Sisters; 4 Staff Nurses (one non-resident for out-patients); 14 Probationers.

*Probationers.*—After a personal interview and 2 months' trial, applicants are received for 2 years' training in gynaecological and general nursing. Candidates must produce satisfactory evidence as to character, health and education. SALARY, 1st year, *nil*; 2nd year, £15. Laundry and uniform are provided.

*Lady Pupils* are also received for not less than 3 months' training. LECTURES are given by the medical staff, and instruction in nursing by the matron. Examinations are held every 3 months. PREMIUM, £13 13s. a quarter, or £42 for a year's course. SALARY, *nil*. Laundry provided.

\* **London Throat Hospital,** 204 Great Portland Street, W. Beds, 16. MATRON; 1 Staff Nurse; 2 Probationers. Applications average 50, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 1 year's training. Candidates should be not less than 20 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are occasionally given by the matron on general nursing. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, but a

small honorarium is given at end of training. Nurses, £10 per annum. Laundry and uniform are provided.

**Maternity Charity and District Nurses' Home,** Howard's Road, Plaistow, E. (recognised by the Central Midwives Board). Branch Homes at Lansdowne Road, Tidal Basin; 273 Kattienue Road, and 53 Skeffington Road, East Ham. **MATRON;** 10 Superintendent Nurses; 80 Nurses and Probationers. The objects of the Institution are: (1) To provide nursing in their own homes for the inhabitants of the district of South West Ham, composed chiefly of artisans and dock labourers. (2) To prepare pupils for the London Obstetrical Society's or Central Midwives Board examination in midwifery. (3) To specially instruct women for nursing work in villages and cottages. Applications average 250, and vacancies 100 yearly.

Candidates should be between 25 and 50 years of age, and must produce satisfactory evidence as to character, education, health and physique. No preference is given to trained nurses. After 1 month's trial for long-time nurses, applicants are received for a course of 3, 6, 9, or 12 months' or 4 years' training in midwifery or monthly and district nursing. **LECTURES** are given by the superintendents upon nursing subjects and hygiene; and practical instruction in massage, bandaging and nursing details by the superintendent nurses, who are fully trained and certificated. A certificate is granted after passing examination and satisfactorily completing engagement. Probationers are prepared for the L.O.S. examinations. **RECREATION**, half-day weekly; superintendent nurses, 4 to 6 weeks' holiday in a year. **TERMS.**—*Midwifery pupils*, 3 months, 15 guineas; 6 months, £25; *district pupils*, 3 months, 13 guineas; *general nursing and midwifery*, 6 months, £25; 9 months, £30; 1 year, £35. **SALARY** for four years' course, 1st year, £10; 2nd year, £20; 3rd year, £30; 4th year, £40. Laundry expenses in all cases are extra. All fees and laundry payments to be paid in advance, or at the time of entering, to the secretary. It is strongly recommended that nurses for general work should be sent for 1 year's training, and where that is impossible for 9 months. Outdoor uniform is provided. The work is entirely external among the poor.

**Maternity Nursing Association,** 5 Little James Street, W.C. **MATRON;** 1 Staff Nurse; 3 Pupil Nurses. Applications average 20 to 30, and vacancies 6 yearly.

After a personal interview and 1 month's trial, pupils are taken for training in midwifery or monthly nursing for 3, 4, or 6 months. Candidates should be between 25 and 45 years of age, and must produce satisfactory

evidence as to character, education, health and physique. LECTURES are attended at the Midwives' Institute, 12 Buckingham Street, Strand, W.C. FEES, £10, £20 and £25. Midwifery pupils are entered for the L.O.S. examination. A certificate for monthly nursing is given by the Mission. SALARIES, Nurses, £20 to £30. Laundry, indoor and outdoor uniform are provided. Each nurse has a separate bedroom, and usually each probationer.

**Metropolitan Asylums Board.** Head Office—Embankment, E.C. The following regulations and conditions of service in regard to the nursing staff are in force at all the fever and smallpox hospitals under the control of the Board:—

*Charge Nurses.*—Applicants for engagement as charge nurses must be at least 25 years of age; must produce satisfactory evidence as to character, health, and physique, and must hold certificates of not less than 3 years' training from either a general hospital to which a recognised school of nursing is attached, or from a Poor Law Infirmary in which systematic instruction is given and tested by independent examiners.

*Assistant Nurses, Class I.*—Applicants must be at least 23 years of age; must produce satisfactory evidence as to character, health, and physique, and evidence that they have during a period of 1 year been engaged in nursing at such general hospital, or Poor Law Infirmary as above mentioned. They are required to serve at least two years before they are eligible to become charge nurses.

*Assistant Nurses, Class II.*—Applicants must be at least 22 years of age; must produce satisfactory evidence as to character, fair education, health and physique, but are not required to produce any certificates of training. They are required (except in the case of those with not less than 1 year's experience in a general hospital or infirmary) to serve at least 2 years before they are eligible to become assistant nurses, Class I., and before becoming eligible for promotion as charge nurses they must have had 1 year's training as mentioned above.

After a personal interview with the medical superintendent or matron, nurses are appointed by the Sub-Committees of Management of the hospitals. RECREATION, 12 hours weekly; 1 day monthly; evening passes from 8.30 to 10 P.M. may be granted when convenient, and are not counted in the 12 hours' leave; charge nurses, 4 weeks' holiday; assistant nurses, 3 weeks' holiday in a year. All nurses are required to take a bath and change their uniform and stockings before going out of the hospitals. Nurses are subject to the authority of the matron and medical superintendent. Assistant nurses must obey the charge nurses under whom they

work and from whom they receive instruction in practical ward work, and the nursing of infectious diseases. LECTURES are given in some of the hospitals by the medical superintendents or matrons. Testimonials are granted to all nurses after satisfactorily completing engagements of 3 months or longer. Promotion and increase of salary in all cases depend upon the report of the medical superintendent and matron concerned. SALARIES, charge nurses, £36, rising £1 annually to £40 per annum; assistant nurses, Class I., £24, rising £1 annually to £28 per annum; Class II., £20, rising £1 annually to £24 per annum. (At the smallpox hospitals £2 more is paid in each case). As far as possible every nurse has a separate bedroom or cubicle.

The nursing staff at all the hospitals under the control of the Board fluctuates considerably, but this is especially the case at the smallpox hospitals. Generally speaking, each fever hospital has about 100 nurses all told, and has also an Assistant Matron, a Housekeeper and a Night Superintendent.

The following is the list of hospitals under the control of the Board :—

**Brook Fever Hospital**, Shooters Hill, Woolwich. Beds, 488.

**Eastern Fever Hospital**, The Grove, Homerton, N.E. Beds, 362.

**Fountain Fever Hospital**, Tooting Grove, Tooting, Graveney, S.W. Beds, 402.

**Gore Farm Hospital**, Dartford, Kent (sometimes used for Convalescent Fever Patients, but designed and intended for Convalescent Smallpox Patients). Beds, 1850.

**Grove Fever Hospital**, Tooting Grove, Tooting, Graveney, S.W. Beds, 522.

**North Eastern Fever Hospital**, St. Ann's Road, Tottenham, N. Beds, 600.

**North Western Fever Hospital**, Lawn Road, Hampstead, N.W. Beds, 460.

**Northern Hospital** (for Convalescent Fever Patients), Winchmore Hill, N. Beds, 752.



**Park Fever Hospital**, Hither Green, Lewisham, S.E. Beds, 548. ASSISTANT MATRON; HOUSEKEEPER; SUPT. NURSE; 40 Charge Nurses; 48 First Assistant Nurses; 50 Second Assistant Nurses.

**Smallpox Hospitals**, Dartford, Kent.

JOYCE GREEN HOSPITAL.—Beds, 940.

LONG REACH (Temporary).—Beds, 300. Every member of the staff, before entering on duty, is required to satisfy the medical superintendent that she is sufficiently protected against smallpox by vaccination or otherwise.

ORCHARD (Temporary).—Beds, 800.

**South Eastern Fever Hospital** (This hospital is at present in course of reconstruction), Avonley Road, New Cross, S.E. Beds, 435.

**South Western Fever Hospital**, Landor Road, Stockwell, S.W. Beds, 366.

**Western Fever Hospital**, Seagrave Road, Fulham, S.W. Beds, 450.

**Metropolitan Hospital**, Kingsland Road, N.E. Beds, 160 (only 111 occupied). LADY SUPERINTENDENT; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 10 Nurses; 23 Probationers; 7 Paying Probationers. Applications average 208, and vacancies 10 yearly.

After a personal interview and 1 month's trial (during which they pay 10s. 6d. a week for board if not appointed), applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by a physician, surgeon, obstetric physician and matron on medical, surgical, obstetric and general nursing. Certificates are granted after passing 3 examinations and satisfactorily completing engagement. RECREATION, 3 hours daily; half-day weekly; whole day monthly; probationers 15 days, nurses 3 to 4 weeks' holiday yearly. PREMIUM, £31 10s. A limited number of non paying probationers are taken, who sign a four years' agreement, and serve the 4th year on private staff if required. SALARIES, 1st year, £8; 2nd year, £12; 3rd year, £20; staff nurses, £24 to £28; sisters, £30 to £40. Laundry provided. Uniform not provided during the first year. Cubicle sleeping accommodation.

There is a private nursing staff in connection with the hospital. (See page 224.)

**Midwives' Institute**, 12 Buckingham Street, Strand, W.C.  
SECRETARY.

Courses of instruction in district midwifery are given, which include preparation for the L.O.S. examination. FEE for the course of 27 lectures, £3 13s. 6d. including coaching; single lecture, 2s. 6d. Lectures and classes are held on Mondays and Thursdays. Application should be made to the Secretary. See also page 352.

**Mildmay Mission Hospital and Dispensary**, Austin Street, Bethnal Green, E. Beds, 50. MATRON; 3 Sisters; 1 Night Sister; 3 Staff Nurses; 11 Probationers. Out-Patient Department; 1 Sister; 1 Staff Nurse; 4 Probationers; 1 District Nurse.

After a personal application and 1 or 3 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 32 years of age, must produce evidence of character, education, health and physique. LECTURES are given in anatomy, physiology and nursing. Examinations are held after each course of lectures. Certificates are granted on the completion of three years' satisfactory service. FEES.—“It is hoped that applicants who are in a position to do so will realise the privilege of working at their own charges according to their means . . . although arrangements are made as follows:” For 1 year's training, £1 a week and to provide own laundry and uniform; 2 years' training, the same, but no fee is claimed; 3 years' training, no fee claimed, but to provide own laundry and uniform; exceptional circumstances can sometimes be arranged for otherwise. RECREATION, 2 or 3 hours daily; half-day fortnightly; 6 weeks in the summer; 10 days in the winter (not at Christmas). Each nurse and probationer has a separate bedroom.

**Miller Hospital**, Greenwich Road, Greenwich, S.E. Beds, 25. MATRON; 4 Nurses; 3 Probationers. Vacancies 1 annually.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day fortnightly; 3 weeks' holiday yearly. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £22. Laundry is provided, but not uniform for the first year.

**Mount Vernon Hospital for Consumption**, Mount Vernon, Hampstead, N.W. Beds, 145. MATRON; 1 Home Sister; 2 Ward Sisters; 1 Night Superintendent; 1 Charge Nurse; 3 Staff

and Assistant Nurses; 13 Probationers. Applications average 70, and vacancies 7 yearly.

After a personal application and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on physiology and anatomy by the resident staff and on nursing by the matron. Lectures and demonstrations on special subjects including massage are given at intervals to 2nd year nurses. A course of instruction is given in dispensing. Certificates are given on passing examination and satisfactorily completing engagement. Examinations are held annually. After 2 years' training probationers may be passed on to a General Hospital if found to be satisfactory. RECREATION 2 hours daily; one day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £10. Remuneration is given for the trial month. Laundry, indoor and textbooks are provided. Nurses have separate bedrooms, probationers have not.

**National Hospital for the Paralysed and Epileptic**, Queen Square, Bloomsbury, W.C. Beds, 200. MATRON; ASSISTANT MATRON; HOUSEKEEPER; 1 Night Sister; 10 Sisters; 31 Staff and Probationer Nurses; 1 Male Charge Nurse; 9 Male Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. INSTRUCTION is given by the sisters and medical officers. Examinations are held once a year. A certificate is granted on satisfactory completion of engagement. RECREATION.—Probationers, 2 hours daily; half-day fortnightly; whole Sunday every 3 weeks; assistant nurses, 2 hours daily; 1 evening (6 to 9.30 P.M.) and 1 half-day (2 to 9.30 P.M.) fortnightly; whole Sunday every 3 weeks; night nurses, 9.30 A.M. to 12.30 P.M., five days of week; 4.30 to 8.30 P.M. remainder of week; 1 night monthly; sisters, 2 evenings (5.30 to 10 P.M.) and 1 morning (9.30 to 11.45 A.M.) weekly; 1 half-day (2 to 10 P.M.) and 1 afternoon (2 to 6 P.M.) fortnightly; 1 whole Sunday every 3 weeks. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16; staff nurses with 3 years' general training, £20, rising £1 yearly to a maximum of £25; sisters, £30 to £35. Laundry and indoor uniform are provided. Cubicle sleeping accommodation principally, but some nurses have separate bedrooms. Sisters are nominated by Board of Management and must have had 3 years' general training.

*Male Nurses.*—Men are also received as probationers for 2 years' training, the regulations being the same as for female probationers with the following exceptions: AGE, 21 to 35 years. SALARY, 1st year, £12; 2nd year, £20.

**National Orthopædic Hospital**, 234 Great Portland Street, W. Beds, 53. MATRON AND SUPERINTENDENT; ASST. MATRON; 4 Sisters; 9 Probationers. Applications average 30 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. The work is chiefly surgical. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and bandaging classes by the assistant matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 3 weeks' holiday yearly. SALARY, 1st year, £9; 2nd year, £12, and 1s. 6d. per week for laundry. Nurses provide their own uniform. Each nurse has a separate bedroom.

\* **New Hospital for Women**, 144 Euston Road, N.W. Beds, 52. MATRON; 1 Night Superintendent; 5 Night Nurses; 2 Day Sisters; 18 Day Nurses and Probationers. Applications average from 80 to 100 annually.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house doctors and matron. Certificates are granted on the completion of 3 years' service. RECREATION, probationers, 3 weeks', sisters, 4 weeks' holiday in the year. SALARIES, 1st year, £6; 2nd year, £12; 3rd year, £18; sisters, £35 to £40. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

"Nightingale" Fund, see p. 226.

**North Eastern Hospital for Children**, Hackney Road, Bethnal Green, E. Beds, 114. MATRON; ASSISTANT MATRON; 1 Home Sister; 7 Sisters; 14 Nurses; 25 Probationers.

After a personal interview and 6 weeks' trial, applicants are received for 3 years' training. Candidates should be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. A course of LECTURES is given at the Hospital upon elementary anatomy and physiology, and general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 to 3 hours daily; 8 hours weekly; 17 days'

holiday every year. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**North-West London Hospital**, Kentish Town Road, N.W. Beds, 50. HON. SUPERINTENDENT OF NURSES; 10 Nurses; 5 Probationers. Applications are numerous and vacancies uncertain, perhaps 4 to 5 yearly.

After a personal interview and 4 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Second year nurses attend LECTURES at the Royal Free Hospital from October to the end of May; they pass in anatomy, physiology, medicine, surgery and practical work. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; off duty every other evening; 2 half-days weekly; 4 weeks' holiday every year. SALARY, 1st year, £8; 2nd year, £18; 3rd year, £18. After the third year the salaries vary from £24 to £30 per annum. Laundry is provided as well as indoor and outdoor uniform.

**Paddington Green Children's Hospital**, Paddington Green, W. Beds, 46. MATRON; 4 Sisters; 2 Nurses; 8 Probationers; 2 Unpaid Probationers. Vacancies, for ordinary probationers, 2 every other year; for lady probationers, vacancies occur annually.

*Ordinary Probationers.*—After a personal interview and 2 months trial, applicants are received for 2 years' training. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the house surgeon. RECREATION, 2 to 3 hours on alternate days; from 4.30 P.M. once a week; a night and day monthly; 2 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £14; nurses, £25 to £36 yearly; sisters, £30 to £40. Remuneration is given for the trial month. Indoor uniform is provided for nurses and probationers; outdoor for nurses only. Laundry is not provided. Each nurse and probationer has a separate bedroom.

*Lady Probationers.*—The above also applies to lady probationers, except that they have 1 month's trial and are trained for 1 year. No fee required and no salary given.

The hospital is affiliated with the Royal National Pension Fund for Nurses.

**Passmore Edwards' Hospital for Willesden**, Harlesden Road, Willesden. Beds, 25. MATRON; 1 Charge Nurse; 2



Assistant Nurses ; 3 Paying Probationers. Applications average 40 and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is given at end of course to the effect that the holder has received training in medical and surgical work, and is likely to make a competent nurse. RECREATION, 2 hours daily ; 4 hours weekly ; church time every Sunday ;  $\frac{1}{2}$  day every 3rd Sunday ; 1 day monthly ; probationers, 2 weeks', nurses, 3 to 4 weeks' holiday yearly. PREMIUM, £15. SALARY, 1st year, *nil* ; 2nd year, £16 ; 3rd year, £18 ; nurses, £20 to £30. Laundry is provided. Each nurse has a separate bedroom : probationers do not.

**Plaistow Fever Hospital, E.** Beds, 210. MATRON ; ASSISTANT MATRON ; 7 Sisters ; 1 Night Superintendent ; 7 Staff Nurses ; 48 Probationers.

After a personal interview (if possible) and 3 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 27 years of age, and are required to produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical superintendent, assistant medical officer and matron on anatomy, physiology, hygiene and medical and fever nursing. An examination is held after each course of lectures. A certificate is granted on satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily ; 1 day fortnightly (sisters,  $1\frac{1}{2}$  days) ; 3 weeks annually (sisters and nurses, 4 weeks). PREMIUM, *nil*. SALARIES, 1st year, £20 ; 2nd year, £24 ; nurses, £30 to £34 ; sisters, £36 to £40. Laundry and indoor uniform provided. Outdoor uniform not worn. Each nurse and probationer has a separate bedroom. Nurses are cared for when ill, and their salary is continued.

A few nurses who have received their general training are taken for six months' fever training ; they are paid at the rate of £24 per annum.

**Poplar Hospital for Accidents, Blackwall, E.** Beds, 103. MATRON ; 1 Home Sister ; 3 Day Sisters ; 1 Night Sister : 28 Nurses and Probationers ; 2 Paying Probationers.

*Ordinary Probationers.*—After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce certificates as to character, education, health and physique. LECTURES are given by the matron and house surgeon. A certificate is given at the end of three

years. RECREATION, 2 hours daily; 3 half-days and 1 whole day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £20; 3rd year, £22; staff nurses, £25 a year, 1st year, rising £1 annually to £30; sisters, £35, rising £2 annually to £45. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers.*—A few paying probationers are received for 3 months' training. PREMIUM, £13 13s.

Training in surgical, medical and accident work is given at this hospital.

**Queen Charlotte's Lying-in Hospital**, Marylebone Road, N.W. Beds, 63. MATRON, Miss M. F. McCord; 5 Sisters; 2 Sister-Midwives; 5 Staff Nurses; number of Pupils vary from 60 to 70.

The training is of two kinds, midwifery and monthly nursing. *Pupil Midwives.*—Candidates should be between 23 and 40 years of age, must produce satisfactory evidence as to character and education, besides medical certificates of health and recent vaccination. After a personal interview with the matron, suitable applicants are accepted by the committee and received on a first Monday in the month, as vacancies occur for a course of not less than 5 months' training, part of which is given within the hospital, and part in the outdoor department. Theoretical and practical instruction is given by the medical officers, the matron, sister midwives, and the superintendent of the out-patient department; and midwifery certificates are granted upon satisfactorily passing examination. At the discretion of the examining physicians, pupils who fail are allowed to present themselves for re-examination on a subsequent occasion, but a special fee (usually reduced) will be charged for the additional training, according to the circumstances of the case. RECREATION, 2 hours weekly, and usually 1 day a fortnight.

*Pupil Nurses.*—Candidates must comply with the regulations given above, and when accepted they are received on Mondays, as vacancies occur, for a term of not less than 16 weeks' training in the wards of the hospital. They serve in the wards and receive instruction from the matron and sisters; monthly nursing certificates are granted on satisfactorily completing engagement, provided the nurse be considered competent.

FEES.—A registration fee of £1 must be paid upon application by both classes of pupils; the amount will be deducted from the course fee on entry, or returned if the application be refused, but an accepted candidate who fails to fulfil her engagement forfeits the registration fee. *Pupil midwives*, £35, payable to the secretary in advance for

board, lodging, and instruction for the 5 months' course (including 3 months' monthly nursing); *pupil nurses*, £25, for the 16 weeks' course. Pupils of both classes provide their own uniform and pay for their own washing.

Certificated nurses are entitled to have their names placed (free of charge) on the Hospital Register of Nurses, but for subsequent misconduct the name of any nurse may be removed by the committee.

Each nurse and pupil has a separate bedroom.

**Royal Eye Hospital**, St. George's Circus, Southwark, S.E. Beds, 40. **MATRON**; 3 Charge Nurses; 4 or 5 Probationers.

After a personal interview and from 1 to 3 months' trial, according to age, applicants are received for 1 year's training. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. **LECTURES** on ophthalmic nursing are given by the visiting staff. Certificates are granted upon satisfactorily completing engagement. **RECREATION**, 2 hours daily; 1 or 2 evenings weekly; day and night monthly; charge nurses, 3 weeks' holiday yearly; probationers, 2 weeks'. **PREMIUM**, *nil*. **SALARY**, 1st year, £8; 2nd year, £10. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Royal Hospital for Diseases of Chest**, City Road, E.C. Beds, 80. **MATRON**; 1 Night Superintendent; 3 Sisters; 6 Nurses; 8 Probationers.

After 1 month's trial, applicants are received for 1 year's training. Candidates must not be less than 21 years of age, and must produce satisfactory evidence as to character. Certificates are granted upon satisfactorily completing engagement. **RECREATION**, 3 hours daily; 1 day monthly; 3 weeks' holiday in the year; sisters, 5 hours alternate days; 1 day monthly; 4 weeks' holiday in the year. **SALARIES**, probationers, £12; nurses, £25 to £28; sisters, £30 to £40 per annum. Laundry and indoor uniform are provided.

**Royal Orthopædic Hospital**, late of 297 Oxford Street, W., and 15 Hanover Square, W. Temporary premises, 55 Bolsover Street, W. Beds, 30; Cots, 10. **MATRON**; 1 Sister; 3 Staff Nurses; 3 Probationers.

After a personal interview and 1 month's trial (for which salary is paid), applicants are received for 2 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence

of character, education, health and physique. LECTURES are given. Certificates are granted after satisfactorily completing agreement. RECREATION, probationers, 2 hours daily; whole day fortnightly; 2 weeks' holiday in a year; nurses, 2 hours daily; half-day weekly; whole day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, probationers, £12; nurses, 1st year, £25; 2nd year, £27; sisters, 1st year, £30; 2nd year, £35; 3rd year, £37; 4th year, £40. Laundry and indoor uniform provided. Probationers on trial have to provide uniform similar to that used in the hospital until engaged on the staff. The senior staff have separate bedrooms.

This hospital is shortly to be amalgamated with the National Orthopædic Hospital, Great Portland Street, W.

**Royal Waterloo Hospital for Children and Women**, Waterloo Bridge Road, S.E. Beds, 52. MATRON; 3 Ward Sisters; 6 Staff Nurses; 9 Probationers. Applications average 100, and vacancies 5 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident staff and matron upon gynæcological, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, £21. SALARY, 1st year, *nil*; 2nd year, £16; nurses, £20 to £25; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Royal Westminster Ophthalmic Hospital**, 19 King William Street, West Strand, W.C. Beds, 40. MATRON; 2 Staff Nurses; 2 Probationers. Applications average 20, and vacancies 2 Probationers yearly. There are very seldom vacancies for Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training, at the expiration of which period, if their work has been satisfactory, they are recommended for appointment in other hospitals. Candidates should be between 20 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 6 hours weekly; 1 day monthly; 3 weeks' holiday every year. PREMIUM, *nil*. SALARIES, staff nurses, £24, rising to £26 per annum; probationers, £18. Laundry and part of indoor uniform are provided. Outdoor uniform is not provided.



**St. Clement's Maternity Home and Nursing Institution**, Fulham Palace Road, Fulham, S.W. Beds, 4. MATRON; 1 Assistant Matron; 8 to 10 Monthly Nurses; 8 Midwifery Pupils. Applications average 70 to 80, and vacancies 38 yearly.

Candidates are received for 3 to 6 months' training in midwifery and monthly nursing. The courses commence 1st January, 1st April, 1st July and 1st October. Candidates should be between 23 and 40 years of age, and must produce satisfactory evidence as to character and health. Certificates are granted upon satisfactorily completing engagement and found proficient. LECTURES are given once a week by a medical man and the matron on midwifery and maternity nursing, examination at the end of each course. RECREATION, 2 hours daily; half-day weekly; late leave once a month. FEES.—Pupil midwives, £18 18s., for board, lodging and instruction for 3 months; £22 for 6 months; pupil nurses, £10 10s. for 8 weeks. A reduction on these fees is made to trained nurses. Eight free pupils (3 years' certificated nurses) taken each year for 6 months. Entrance fee, £3 3s. SALARIES, nurses, £30 to £40 per annum. Pupils of both classes provide their own uniform. Laundry is not provided. Nurses are sent out to private cases.

**St. John's Hospital for Diseases of the Skin** (Incorporated), Uxbridge Road, W., and offices and Out-patients' Department, Leicester Square, W.C. Beds, 50. MATRON; 2 Sisters; 4 Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 29 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is given for special work only. RECREATION, 2 hours daily; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, probationers, £10; sisters, £25 per annum. Laundry and indoor uniform are provided.

**St. John's House.** See page 234.

**St. Mary's Hospital for Sick Children**, Plaistow, E. Beds, 35. MATRON; 2 Sisters; 1 Staff Night Nurse; 12 Probationers; 2 Paying Probationers. Applications average 100 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the resident medical staff upon physiology, hygiene, medical and surgical nursing, etc,



General examination on year's work is held annually in November. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday in the year. PREMIUM, for Paying Probationers, £30 per annum. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and uniform is provided. Nurses are encouraged to join the Royal National Pension Fund. Each nurse and probationer has a separate bedroom.

**Tottenham Hospital**, The Green, Tottenham, N. Beds, 75. MATRON; 1 Night Superintendent; 8 Sisters; 23 Nurses and Probationers. Applications average 100, and vacancies 18 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must not be less than 21 or more than 35 years of age, must produce satisfactory evidence as to character, education, health and physique and hold Evangelical Protestant doctrines. LECTURES are given by the members of the staff and the matron on medicine, surgery, gynæcology, elementary anatomy, physiology, and medical and surgical nursing. Examinations are held at the end of every course of lectures. Certificates are given after completion of 3 years' training. RECREATION, 2 hours daily; and half-day every third Sunday; 1 day a month; 2 weeks' holiday during 1st year, 3 weeks during 2nd year, one month during 3rd year. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £12; 4th year, £30. Laundry, indoor and outdoor uniform are provided. Nurses are not sent out to private cases. Senior nurses have separate bedrooms, probationers have not.

**Victoria Hospital for Children**, Queen's Road, Chelsea, S.W. Beds, 104. MATRON; 7 Sisters; 16 Staff Nurses; 10 Private Nurses; 16 Probationers. Applications average 600, and vacancies 10 yearly.

*Ordinary Probationers.*—Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health, physique, and of having been vaccinated since attaining the age of 15 years. After a personal interview and 2 months' trial, applicants are received for 3 years' training. LECTURES are given by the out-patient staff; practical instruction in ward work, sick cookery, and the nursing of children by the sisters. Certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 to 3 hours daily; 1 day monthly; 3 weeks' holiday in a year. SALARIES.—Probationers, 1st year, £10; 2nd year, £16, rising £2 for each additional year until the salary is £26 per annum; sisters, £30 to £36 per annum. Laundry, indoor and outdoor uniform are provided.

*Special Probationers.*—A limited number of ladies are also received as paying probationers. They must be over 23 years of age, and if approved by the committee after the 2 months' trial, are required to bind themselves to remain in the service of the hospital for 2 years. They are subject to the same rules as ordinary probationers; during the last quarter of the 1st year of their training they pay no premium; and during the 2nd year they are placed upon the staff, receiving the same remuneration as ordinary 2nd year probationers. Laundry and uniform are also provided for them after the period of trial. PREMIUM, 1st quarter, £18; 2nd quarter, £12; 3rd quarter, £6. Should a probationer leave before, or at the end of the first two months, the premium, less 30s. per week for her board at the hospital, will be refunded; but after being approved, a probationer who leaves, forfeits the amount of premium she has paid.

There is a private staff in connection with the hospital. For particulars see p. 238. Nurses may be sent to private cases at the discretion of the matron after 2 years' training in the wards.

The hospital is federated to the Royal National Pension Fund, and from the net receipts of the private staff, half the premiums required to provide a pension of £22 10s. per annum at the age of 50 are paid for nurses after 2 years' service.

**West-End Hospital for Diseases of the Nervous System, etc.,** 73 Welbeck Street, W. Beds, 50. MATRON; 4 Nurses; 7 Probationers.

Candidates must be between 21 and 26 years of age, and must produce satisfactory reference as to character, health and general fitness for the vocation of nurse for sick children. After a personal interview and 1 month's trial, applicants are received for 1 year's training, with certificate of competence if found efficient. The practical application of massage and electricity are taught. RECREATION, 2 hours daily;  $\frac{1}{2}$  day every alternate week; 1 day monthly; 2 weeks' holiday in the year. Laundry and indoor uniform provided.

**West Ham and East London Hospital,** Stratford, E. Beds, 60, extending to 100 shortly. MATRON; 4 Day Sisters; 1 Night Sister; 2 Staff Nurses; 14 Probationers. Applications average 50, and vacancies 3 annually.

After a personal interview and 1 or 2 months' trial, applicants are received for 3 years' training in medical and surgical nursing. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer and the matron upon

elementary anatomy, physiology and general nursing. Certificates are granted after passing examinations and satisfactorily completing engagement. Prizes are given yearly on results of examinations. RECREATION, 2 hours daily (sisters, 3 hours); 1 day monthly (sisters and nurses, 2 days); probationers receive 2 weeks' holiday in a year; nurses and sisters, 3 weeks. PREMIUM, *nil*. SALARIES, probationers, 1st year, *nil*; 2nd year, £10; 3rd year, £12; nurses receive £18 to £22 a year; sisters, £26 to £35 a year. Laundry is provided. Materials for indoor uniform is provided for staff nurses and sisters only. Each nurse and the majority of the probationers have a separate bedroom.

A very large number of accidents are treated.

## ENGLAND AND WALES.

**Aberystwyth Infirmary and Cardiganshire General Hospital.** Beds 27. **MATRON**; 2 Probationer Nurses. Applications average 22 annually, and there is a vacancy every year.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education and health. A knowledge of the Welsh language is absolutely necessary. A certificate is given upon satisfactory completion of the term of engagement. **RECREATION**, 2 evenings weekly;  $\frac{1}{2}$  day alternate Sundays; 2 weeks' holiday every year. **PREMIUM**, £5. **SALARY**, 1st year, £10; 2nd year, £16; 3rd year, £18. Laundry and indoor uniform are provided.

**Abingdon Cottage Hospital**, Abingdon, Berks. Beds, 10. **MATRON**; 1 Probationer, and 1 District Nurse attached to the hospital. A vacancy for a Probationer occurs about once in 2 years, and is advertised.

Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, suitable applicants are received for 2 years' practical instruction by the matron in such nursing as a cottage hospital affords opportunity for learning. **PREMIUM**, *nil*. Laundry and indoor uniform are provided.

**Altrincham Provident Dispensary and Hospital.** Beds, 48. **LADY SUPERINTENDENT**; 1 Night Superintendent; 2 Sisters; 7 Probationers.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education and health. After 1 month's trial, suitable applicants are received for 3 years' training. After the first two years nurses may be employed on the private staff. **LECTURES** are given by the hospital staff, and examinations are held at the close of each course. A certificate is given upon satisfactory completion of term of engagement. **SALARY**, 1st year, £10; 2nd year, £16; 3rd year, £20; Private Nurses, £30. Laundry and in- and outdoor uniform are provided. **RECREATION**, 2 hours daily; 3 hours Sunday; 3 weeks holiday in the year. There is a private nursing staff attached to the hospital, for particulars of which see page 239.

Each nurse has a separate bedroom.

**Andover Cottage Hospital.** Beds, 9. MATRON; 2 Probationers.

After 2 months' trial applicants are received for 2 years' training. Candidates must be between 21 and 27 years of age, and produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; a day off when possible; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—Probationer, 1st year, £5; 2nd year, £10. Laundry is provided; uniform is not provided. Separate bedroom provided.

**Aylesbury.—Royal Buckinghamshire Hospital.** Beds, 50. MATRON; 3 Charge Nurses; 5 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the house surgeon. Certificates at expiration of training are given by the Board. RECREATION, 2 hours daily. PREMIUM, £8. SALARY, 1st year, *nil*; 2nd year, £8. Laundry and indoor uniform are provided. Outdoor uniform is optional.

**Bagthorpe, Basford, Nottingham.—City Isolation Hospital.** Beds, 200. The Bulwell Forest Hospital containing 40 beds for smallpox patients is worked by this institution. MATRON; 6 Sisters; 6 Staff Nurses; 16 Probationers.

After a personal interview and 1 month's trial, applicants are received as probationer nurses for 2 year's training. RECREATION, 2 hours daily; half a day a month; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £15; 3rd year, £20; 4th year, £25; sisters, £35, rising to £40; night superintendent, £40, rising to £45. Laundry and indoor uniform are provided.

**Banbury.—Horton Infirmary.** Beds, 40. MATRON; 1 Staff Nurse; 4 Probationers. Vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1, 2 or 3 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are only given after 3 years' training and service. RECREATION, 2 hours daily; occasional day monthly; probationers, 2 weeks' holiday in a year; nurses, 3 weeks. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £16; nurse, £28. Laundry and indoor uniform are provided. Nurses have separate bedrooms but not probationers.



**Bangor, N. Wales.—Carnarvonshire and Anglesey Infirmary.** Beds, 35. MATRON; 2 Nurses; 4 Probationers. Applications average 6 to 8, vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 27 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the house surgeon upon elementary anatomy, physiology, nursing, and hygiene. RECREATION,  $2\frac{1}{2}$  hours daily; probationers, 2 weeks' holiday yearly; charge nurses, 3 weeks' holiday yearly. PREMIUM, £10. SALARY, *nil*; year after probation, £12. Laundry, and indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom.

**Barnstaple.—North Devon Infirmary.** Beds, 68. MATRON; 2 Day Sisters; 1 Night Sister; 10 Probationers and Nurses.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. LECTURES are given by the resident medical officer, the matron and sisters, whose special duty it is to teach the probationers. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 to 3 hours daily; 3 to 4 hours Sunday; 1 day monthly; charge nurses, 3 weeks', and probationers 2 weeks' holiday in a year. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £17; charge nurses, £25, rising to £27. Laundry and indoor uniform are provided; not outdoor.

*Special Feature.*—Well-ventilated cubicles, newly erected.

**Barrow-in-Furness. — North Lonsdale Hospital.** Beds, 60. MATRON; 3 Sisters; 3 Nurses; 5 Probationers. Applications average 10, and vacancies 3 yearly.

After 2 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education and health. LECTURES are given by the house surgeon and matron on elementary anatomy, physiology and nursing. Certificates granted on completing 2 years' engagement. RECREATION, 2 hours daily (sisters,  $2\frac{1}{2}$  hours); probationers, 1st year, 2 weeks, others 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; nurses, £18; sisters, £30 to £36. Laundry and indoor uniform provided.

**Barry Dock.—Voluntary Hospital.**—BEDS, 13. SUPERINTENDENT; 2 Nurses.

Applicants are received for 1, 2, or 3 years' training. Candidates must produce satisfactory evidence as to character, education and health.

There is no age limit. Certificates are granted on satisfactorily completing engagement. REST and RECREATION, 12 hours out of 24; 1 month's holiday in the year. SALARY, 1st year, £8; 2nd year, £10; 3rd year, £12. Laundry and indoor uniform provided. Medical, surgical, accident and maternity cases taken.

**Bath Trained Nurses' Home.** See page 239.

\* **Beckenham Cottage Hospital.** Beds, 30. MATRON; 2 Nurses; 3 Probationers.

After a personal interview candidates are received for 2 or 3 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. SALARY.—Probationers, *nil*; nurses, £25 to £30. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom.

**Berkeley Hospital,** Berkeley, Gloucestershire. Beds, 11 MATRON; 1 Probationer. Applications average 20, and vacancies 1 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 21 and 27 years of age, and must produce evidence as to character, education, health and physique. INSTRUCTION is given by the matron upon medical and surgical nursing. Certificates are not given. RECREATION, 2 hours daily; half-day fortnightly; 2 weeks yearly. PREMIUM, £10. SALARY, *nil*. Laundry is provided. Uniform is not provided.

**Berwick Infirmary.** Beds, 20. MATRON; 1 Nurse (for private cases outside); 2 Probationers.

Particulars not received.

**Birkenhead Borough Hospital,** Conway Street. Beds, 75. MATRON; 1 Home Sister; 4 Ward Sisters; 3 Staff Nurses, 14 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior house surgeon upon anatomy and physiology, etc. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 2 additional hours once a week; 1 day monthly; and half-day every other Sunday; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £13; 3rd year, £16. Laundry provided.

Indoor and outdoor uniform are not provided. Each nurse and probationer has a separate bedroom.

**Birkenhead Lying-in Hospital**, Grange Mount. Beds, 12. MATRON; 3 Nurses. Applications average 40, and vacancies 6 yearly.

After a personal interview, applicants are received for 6 months' training. Candidates should be between 25 and 40 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES on maternity and obstetrical nursing are given by one of the staff and the matron. Pupils are all prepared for the L.O.S. examination. Certificates are granted upon satisfactorily completing engagement and passing examination. PREMIUM, 12 guineas. Laundry and uniform are not provided.

**Birkenhead.—Wirral Hospital and Dispensary for Sick Children**, Woodchurch Road. Beds, 38. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 7 Probationers. Applications average 60, and vacancies 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 20 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon physiology, etc., and practical instruction is given in nursing by the Lady Superintendent. Certificates are granted if the training has been passed through satisfactorily. RECREATION, 2 and 3 hours alternate days; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, £2 2s. SALARY.—Probationers, *nil*; nurses, £20. Nurses are not sent out in charge of private cases.

**Birmingham and Midland Counties Training Institution for Nurses.** See page 241.

**Birmingham and Midland Ear and Throat Hospital**, Edmund Street. Beds, 41. MATRON; 3 Sisters; 2 Nurses; 4 Probationers.

After a personal interview and 1 month's trial, probationers are received for 2 years' training. Candidates should be between 20 and 27 years of age, and must produce evidence as to character, education and health. LECTURES are given by the matron and house surgeon upon general nursing, and the special diseases treated by the hospital. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 2 weeks' holiday in the year. PREMIUM,

*nil*. SALARY, 1st year, £10; 2nd year, £15; sisters, from £25 to £30. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses and probationers are strongly advised to join the Royal National Pension Fund for Nurses, and as an inducement to their doing so, the committee pays 10 per cent. and 50 per cent. respectively of the premiums for any annuities, commencing at the ages of 55 or 60, which they may purchase. This allowance continues during their whole period of service.

**Birmingham and Midland Eye Hospital**, Church Street, Birmingham. Beds, 100. MATRON; 4 Sisters; 9 Nurses.

After a personal interview and 1 month's trial, applicants for the post of probationer or assistant nurse are received for training in ophthalmic nursing. Candidates must produce satisfactory evidence of character, education, health and physique. LECTURES are given by resident surgical officer, and certificates are granted at the end of 2 years' satisfactory work. SALARY, 1st year, £10; 2nd year, £15. Assistant nurses must have had at least 1 year's general training. Salary, £15. Sisters must have had 3 years' general training. Salary, £30, rising £2 annually to £40. RECREATION, 2 hours daily; Sunday, 2 to 10, 10 to 2 alternately; sisters,  $\frac{1}{2}$  day weekly; 4 weeks yearly; nurses,  $\frac{1}{2}$  day alternate weeks; 3 weeks yearly. Laundry and indoor uniform are provided.

**Birmingham and Midland Free Hospital for Sick Children**, Broad Street, Birmingham. Beds, 62. MATRON; 3 Sisters; 18 Probationers (senior and junior). Applications average 100, and vacancies 7 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary staff upon surgery and medicine. Examinations are held twice a year. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day monthly; 3 weeks' holiday yearly. In addition, sisters have half-day weekly. PREMIUM, £25 (if any). SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £18; sisters, £25 to £30. Laundry is provided. Uniform and text-books are not provided.

The hospital has a ward for the reception of cases of diphtheria.

Each nurse and probationer has a separate bedroom or cubicle.

**Birmingham and Midland Homœopathic Hospital and Dispensary**, Birmingham. Beds, 50. LADY

SUPERINTENDENT; 3 Sisters; 8 Probationers. Applications, in 1897, 63; vacancies average 5 yearly.

After 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be between 20 and 34 years of age, and must produce satisfactory evidence as to character, health, education and physique. LECTURES are given by hon. medical staff and house surgeon upon anatomy, physiology, massage, bacteriology and hygiene; practical instruction is also given by the matron. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION,  $2\frac{1}{2}$  hours on 5 days; 5 hours alternate morning or afternoon every Sunday; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARIES 1st year, *nil*; 2nd year, £10; 3rd year, £15. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

There is a private nursing staff in connection with the hospital. (See p. 241.) Nurses work for 3 years in the wards before being sent out to private cases. All nurses are advised to join the Royal National Pension Fund at the end of their 1st year in the hospital, and should they wish to do this, the committee pay one-half of their premium for a pension of £22 10s. per annum, and sick-pay, 15s. per week; pension to commence and sick-pay to cease at the age of 55 years.

**Birmingham and Midland Hospital for Women,** Out-Patient Department, Upper Priory; In-Patient Department, Sparkhill, Birmingham. Beds, 25. MATRON; 1 Sister; 12 Probationers. Applications average 30, and vacancies 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeons and matron upon anatomy, physiology, general and gynaecological nursing. A certificate is given upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily; half-day fortnightly; 3 weeks yearly. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £16; sisters, £30 to £34 per annum. Remuneration is given for the trial months. Laundry, indoor and outdoor uniform are provided. Probationers have cubicle sleeping accommodation.

**Birmingham and Midland Skin and Urinary Hospital,** John Bright Street, Birmingham. Beds, 22. MATRON; 2 Staff Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 25 years of



age, and must produce evidence as to character, education, health and physique. Training and instruction in X Rays and Finsen Light treatment. At end of 2 years' training certificates granted. RECREATION, 2 hours daily;  $\frac{1}{2}$  day fortnightly; 1 day monthly; probationers, 2 weeks yearly; staff nurses, 3 weeks. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; staff nurses, £16 and £18 per annum. Laundry and indoor uniform are provided.

**Birmingham.—City Hospital for Infectious Diseases,** Lodge Road. Beds 300. MATRON; HOME SISTER; 1 Night Superintendent. The number of nurses and probationers varies. Vacancies average 20 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 2 years' training. Candidates should be at least 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given during the winter by the medical officers, matron and assistant matron. Examinations are held in March and April of each year. Certificates of proficiency in fever nursing are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 half-days weekly; 2 weeks' holiday yearly. SALARY, 1st year, £15; 2nd year, £20; nurses, £20 to £25; sisters, £30 to £36 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Birmingham.—Royal Orthopædic Hospital,** Newhall Street. Beds, 30. LADY SUPERINTENDENT; 10 Nurses; 2 Masseuses. Vacancies 5 yearly.

Candidates should be between 18 and 30 years of age, must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for surgical training, and must sign an agreement for 2 years. Special instruction is given in the management of cases of bodily deformities, etc., and certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 hours every day; half a day weekly; 2 weeks' holiday in a year. SALARIES.—Probationers, 1st year, £10; 2nd year, £12; head nurse, £30; assistant nurse, £20 per annum. Laundry and indoor uniform are provided.

There is a large Outpatient Department in which the nurses are employed.

**Blackpool.—The Sanatorium,** New Road. Beds 20, and 4 Cots. MATRON; 1 Night Superintendent; 2 Nurses; 7 Probationers. Applications average 50, and vacancies 4 yearly.

After 2 months' trial, applicants are received for 2 years' training. Candidates must be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. Candidates are preferred if they have had scarlet fever. Practical instruction is given in fever nursing, and certificates are granted by the matron and medical superintendent. The matron has authority to engage temporary nurses when necessary. **LECTURES.**—It is proposed in future to give lectures on physiology, anatomy and general nursing. **RECREATION**, probationers, 3 hours alternate days; half-day fortnightly; Sundays, alternately morning and evening; a day off when convenient; 2 weeks' holiday in a year; charge nurses, 2 hours daily; half-day fortnightly; alternate Sundays; 3 weeks' holiday in a year. **SALARY**, 1st year, £10; 2nd year, £20; 3rd year, £25 per annum; nurses, £35. Laundry and indoor uniform are provided.

During sickness, nurses receive their salaries, are kept as patients, and are sent away for change during convalescence.

The Sanatorium is now being enlarged; the present administrative block being enlarged, and a new pavilion of 22 beds, and one with 10 beds in course of erection. Further additions are contemplated.

The old Sanatorium, 8 beds, is reserved for cases of measles only; when in use the nursing is done by the staff from the New Road Sanatorium.

**Blackpool.—Victoria Hospital.** Beds, 50. **MATRON**; 2 Sisters; 2 Staff Nurses; 6 Probationers; 2 Private Nurses. Applications average 30, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given on anatomy, physiology, medical and surgical nursing by the hospital staff. Examinations are held annually about May, and a silver badge is awarded at the end of training. Certificates are granted upon satisfactorily completing engagement. **RECREATION**, probationers, 4 hours on alternate days; 3 weeks yearly; sisters, 5 hours on alternate days; 4 weeks yearly. **PREMIUM**, £21. **SALARY**, 1st year, £5; 2nd year, £10; 3rd year, £15. Remuneration is given for the trial month. Sisters, £26 to £30. Laundry, indoor and outdoor uniform are provided. Sisters have separate bedrooms. Probationers share one with another.

Nurses are sent out to private cases.

**Boston Hospital**, Boston, Lincs. Beds, 30. **MATRON**; 3 Staff Nurses; 5 Probationers. Vacancies average 5 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary staff on anatomy and physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day off monthly; 10 days' holiday at the end of every 6 months. PREMIUM, *nil*. SALARY, 2nd year, £10; 3rd year, £15. Nurses, from £25. Laundry and uniform not provided. Each nurse and probationer has a separate bedroom.

There is a private nursing institution in connection with the hospital.

**Bournemouth. — Firs Home for Advanced Cases of Consumption,** Bournemouth. Beds, 20. LADY SUPERINTENDENT; 2 Staff Nurses; 2 Probationers. Applications average 6, and vacancies 1 yearly.

Candidates should be between 20 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (if possible) and 3 months' trial, applicants are received for 1 year's training. Instruction is given in ward work, sick cookery, and the nursing of consumptive cases. RECREATION, 2 hours daily; 4 weeks' holiday in a year. SALARY.—Staff nurses (who must be certificated), £26; Probationers, £10 per annum. Laundry and indoor uniform are provided.

**Bournemouth. — Royal Boscombe and West Hants Hospital,** Shelley Road, Boscombe. Beds, 29; Cots, 6. MATRON; 3 Nurses; 4 Probationers.

After 1 month's trial, applicants are received for 1 year's training. Candidates must produce evidence as to character, education, health and physique. LECTURES are given by the hon. physician and surgeon in medical and surgical anatomy and physiology.

**Bournemouth.—Royal Victoria Hospital.** Beds, 52. MATRON; 5 Charge Nurses; 9 Probationers. Applications average 50, and vacancies 1 or 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 26 years of age, and must produce evidence as to character, religion, education, health and physique. LECTURES are given by the resident medical officer and out-patient staff. Certificates are granted upon satisfactorily completing engagement and passing examination. Exam-

inations are held annually. RECREATION, 2 hours daily; nurses, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly; nurses, 4 weeks yearly. Cycling not allowed. PREMIUM, *nil*. SALARY, Probationers, 1st year, *nil*; 2nd year, £10; 3rd year, £16. Nurses, 1st year, £25; 2nd year, £28; 3rd year, £30. Laundry and outdoor uniform are provided. Indoor uniform provided for Charge nurses only. Each nurse has a separate bedroom, and all but 2 of the probationers.

**Bradford Children's Hospital**, Bradford. Beds, 60. MATRON; 2 Sisters; 4 Staff Nurses; 8 Probationers. Applications average 96, and vacancies 4 yearly.

After personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 18 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeon on anatomy, physiology and general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; half-day weekly; 1 day off duty every month; 3 weeks' holiday yearly. PREMIUM, £5. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; nurses, £20; sisters, £30. Laundry and indoor uniform provided. Each nurse has a separate bedroom, probationers do not.

\* **Brentwood District Cottage Hospital**. Beds, 10. 1 Cot. LADY SUPERINTENDENT; 1 Probationer.

No further particulars.

**Bridgend Cottage Hospital**, Glamorganshire. Beds, 8. Matron; 1 Nurse; 1 Probationer. Vacancies average 1 yearly.

After a personal interview, applicants are received for 1 year's training. PREMIUM, *nil*. SALARY, *nil*; after probation, £15. Laundry and indoor uniform provided.

**Bridgnorth and South Shropshire Infirmary**, Bridgnorth, Shropshire. Beds, 15. MATRON; 2 Assistant Nurses; 2 Probationers. Applications average 6, and 1 or 2 vacancies occur about once a year.

After a personal interview (if possible) and 1 month's trial, a suitable applicant is received for 1, 2 or 3 years' training. Candidates should be between 20 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given in elementary anatomy and physiology, and practical instruction is given in ward work, sick cookery and nursing by the matron. Certifi-

cates are granted after 2nd and 3rd years. RECREATION, 2 hours daily; 10 A.M. to 2 P.M., or 2 to 9.45 P.M. weekly; half-day, if possible a whole day, monthly; 3 week's holiday in a year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £16. No remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Cubicle sleeping accommodation. Assistant nurses are sent out to private cases.

**Bridgwater Infirmary.** Beds, 41. MATRON; 1 Sister; 7 Probationers. Applications average 9, and vacancies 2 or 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 32 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy, physiology, and by the matron upon nursing. Examinations are held at the end of 1st and 3rd years. A certificate is given upon satisfactorily completing engagement and passing final examination. RECREATION, 2½ hours daily; 1 day monthly; 3 weeks' holiday yearly; charge nurses, 4 weeks' holiday. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15. Charge nurses, £25 per annum. No remuneration is given for the trial months. Laundry and indoor uniform are provided. Each of the sisters and all the probationers but one have separate bedrooms. Nurses are cared for in hospital when ill.

**Bridlington.—Lloyd Hospital,** Quay Road. Beds, 30. MATRON; 1 Staff Nurse; 2 Probationers; 2 Private Nurses. Applications average 38, and vacancies 1 annually.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the hon. medical staff and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £15 (£5 retained till completion of engagement); 2nd year, £15; 3rd year, £20. Laundry, with in- and out-door uniform, provided.

A private nursing staff is attached to the hospital, and probationers are required to go out to nurse private cases at the end of 2 years' training in the hospital.

**Brighton and Hove Hospital for Women,** 76 West Street. Beds, 7. MATRON; 1 Staff Nurse; 3 Probationers; 3 Midwives; 1 Assistant Midwife; 15 Pupil Midwives.



Pupil midwives are received for 3 months' training in midwifery and monthly nursing. Applicants must be between 21 and 45 years of age, and must have had a fair elementary education. LECTURES are given by the medical staff, and instruction by the midwives under the direction of the medical officers. The course includes outdoor midwifery and after visiting. FEE for 3 months' course, £18 18s.

A register of monthly, sick and wet nurses is kept.

There is a private nursing staff.

**\* Brighton, Hove and Preston Dispensary** (Western Branch), Sackville Road, Hove. Beds, 13; Cots, 2. MATRON; 2 Staff Nurses; 2 Probationers. Applications average 50, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education and health. Two references are also required. LECTURES on practical nursing are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION,  $2\frac{1}{2}$  hours daily; 1 day monthly; 2 weeks' holiday at the end of 6 months. SALARY, *nil*. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

**Brighton, Hove, and Sussex Throat and Ear Hospital**, Church Street, Brighton. Beds, 20. MATRON; 1 Staff Nurse; 3 Probationers. There are 3 vacancies annually.

After 1 month's trial, applicants are received for 1 year's training. Candidates must produce evidence as to character, education, health and physique. No certificate is given. PREMIUM, *nil*. SALARY, £8. Laundry provided, uniform not provided.

**\* Brighton.—Royal Alexandra Hospital for Sick Children**, Dyke Road. Beds, 63. MATRON; 3 Sisters; 1 Staff Nurse; 10 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must not be under 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron. PREMIUM, £20. RECREATION, 2 hours daily. Laundry is provided. Each nurse and probationer has a separate bedroom.

**Bristol Eye Hospital**, Lower Maudlin Street, Bristol. Beds, 40. MATRON; 1 Sister; 1 Assistant Nurse; 1 Night Nurse; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training in ophthalmic nursing. LECTURES are given by the house surgeon and matron. RECREATION, 2 hours daily;  $\frac{1}{2}$  day Sunday (sister,  $\frac{1}{2}$  day Saturday and Sunday); 3 weeks' holiday in the year. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year (if they remain in the hospital), £15; sisters, £35. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Bristol Private Hospital for Women and Children**, 34 Berkeley Square. Beds, 9. MATRON; 2 Probationers, Candidates should be not less than 21 years of age. PREMIUM, *nil*. Indoor uniform is provided.

**Bristol Royal Hospital for Sick Children and Women**, St. Michael's Hill, Bristol. Beds, 104. MATRON; ASSISTANT MATRON; 2 Sisters; 1 Night Superintendent; 5 Staff Nurses; 3 Private Nurses; 18 Probationers; 2 Paying Probationers.

*Ordinary Probationers.*—After application made personally or by letter in candidate's own handwriting, and after 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 28 years of age, and must produce evidence of character, education, health and physique. LECTURES are given by the medical staff on anatomy, physiology, and by the matron on medical and surgical nursing. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 to 3 weeks' holiday a year; sisters, 1 month's holiday yearly. PREMIUM, £10. SALARY, *nil*. Nurses, £18 to £25 per annum. Sisters, £35 to £40. Laundry and indoor uniform (dresses, caps, aprons) provided. Each nurse and probationer has a separate bedroom. Probationers are required to take duty in the fever annexe or at the convalescent branch.

*Special Paying Probationers* are received without limitation of age for not less than 3 months' training. PREMIUM, £12 per quarter, payable in advance. Laundry and uniform not provided.

There is a private nursing staff. Nurses are sent out to private patients after 2 years' training. See page 245. Staff nurses may be promoted from the hospital to the private staff.

**Bristol Nurses' Training Institution.** See page 245.

**Brixham Cottage Hospital and District Nursing Association.** Beds, 10. MATRON and Superintendent of the District Nurses; 1 Charge Nurse; 2 District Nurses (one general, one midwifery); 2 Probationers.

After 1 month's trial applicants are received for 2 years' training. Candidates should be between 20 and 35 years of age. A testimonial is given after satisfactory completion of engagements. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; Nurses, £26 to £30. Laundry and uniform provided. Each nurse and probationer has a separate bedroom.

**Bromley Cottage Hospital**, South Hill, Masons Hill, Bromley, Kent. Beds, 32. MATRON; 3 Staff Nurses; 4 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 2 hours daily; 1 day monthly; 3 weeks yearly. Nurses, 4 hours daily; 1 day monthly; 3 weeks yearly. Laundry and part of indoor uniform are provided.

**Bromley, Kent.—Phillips Memorial Homœopathic Hospital.** Beds, 14. MATRON; 1 Staff Nurse, 2 Probationers. There is 1 vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 28 years of age, and must produce evidence as to character, education, health and physique. Probationers receive instruction from the matron, and there are lectures by a medical officer. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day off duty a month. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided.

**Bromsgrove, Worcestershire.—The Cottage Hospital.** Beds, 13. MATRON; 1 Staff Nurse; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 26 years of age, and must produce evidence as to character and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; nurses, £20. No remuneration is given for the trial month. Laundry, with in- and out-door uniform provided.

**Burnley.—Victoria Hospital.** Beds, 78. LADY SUPERINTENDENT; 3 Sisters; 1 Night Sister; 14 to 16 Nurses and Probationers; 4 Private Nurses.

*Ordinary Probationers.*—After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be over 20 years of age, and produce satisfactory evidence as to character, education, health and physique. LECTURES and practical instruction are given by the hon. visiting medical staff and the matron; examinations are held, and a certificate granted if the nurse proves satisfactory. RECREATION, 2½ hours daily; 6 to 10 P.M., weekly; 1 whole day monthly; 3 weeks' holiday yearly. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £18. Laundry and indoor uniform provided. Junior nurses share a double-bedded room. Sisters and night superintendents are trained and appointed according to capability. Nurses are encouraged to join the National Pension Fund.

*Paying Probationers.*—A limited number of paying probationers are received for 2 years' training. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, £15, with indoor uniform. Three months' trial is given, and if a nurse leaves, a charge of £1 1s. per week is made, and balance of premium returned.

Nurses may be required to do private nursing during their 3rd year. For further particulars see page 245.

**Burslem.—Haywood Hospital,** Moorland Road, Burslem. Beds, 31. MATRON; 1 Sister; 1 Nurse; 3 Probationers. Applications average 10, and vacancies 1 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between the age of 21 and 25, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy and physiology. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours alternate evenings; half a day, monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £10; 3rd year, £18. Laundry and indoor and outdoor uniform are provided.

**Burton-on-Trent.—Borough Hospital for Infectious Diseases.** Beds, 60. MATRON; number of nurses varies, but is usually 6. Vacancies at irregular intervals.

After a personal interview (if possible) and 1 month's trial, applicants are received for not less than 2 years' training in the nursing of infectious diseases. Candidates should be between 20 and 28 years of age, and must produce evidence as to character, education, health and physique. LECTURES by the medical superintendent and instruction in nursing by the matron. RECREATION, if circumstances permit, 2 hours daily except

Sunday (4 hours) ; half-day every alternate week ; 2 weeks' holiday at the end of the year. **PREMIUM**, *nil*. **SALARY**, 1st year, £15 ; 2nd year, £18. Remuneration is given for the trial month. Laundry and indoor uniform provided.

**Burton-on-Trent General Infirmary.** Beds, 72. **MATRON** ; 4 Sisters ; 11 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted after passing examination and satisfactorily completing engagement. Laundry, indoor and outdoor uniform are provided.

**Burton-on-Trent Nursing Institution.** See page 245.

\* **Bury Dispensary Hospital.** Beds, 60. **MATRON** ; 1 Night Superintendent ; 1 District Nurse ; 3 Staff Nurses ; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Instruction in medical and surgical nursing is given by the resident medical officer and the hon. medical officers, and in the wards by the matron. Certificates are given on the satisfactory completion of the 3 years' service. After 6 months' service, 14 days' holiday yearly is allowed. **SALARY**, 1st year, £10 ; 2nd year, £15 ; 3rd year, £20 ; 4th year, £25. Laundry and indoor uniform (consisting of material for 3 print dresses, 8 aprons, and 3 caps) provided. Outdoor uniform and text-books are not provided. Each nurse has a separate bedroom ; probationers have not.

**Bury.—Florence Nightingale Hospital,** Bolton Road. Beds, 72. **MATRON** ; 1 Night Superintendent ; 3 Charge Nurses ; 8 Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' Fever training. Candidates should be between 20 and 23 years of age, and must produce evidence as to character, health and physique. **LECTURES** are given by the medical officer on infectious diseases and instruction in nursing by the matron. Examinations are held. Certificates are granted upon satisfactorily completing engagement. **RECREATION**, 1 half-day weekly ; from 6 P.M. to 10 P.M., occasionally (sisters weekly) ; 2 hours morning or evening, Sundays ; 3 weeks' holiday yearly after 1 year's service ; sisters, 4 weeks. **PREMIUM**, *nil*.



SALARY, 1st year, £10; 2nd year, £15. Sisters (who must have had 3 years' general training) £30 to £35 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

### **Bury St. Edmunds.—Suffolk General Hospital.**

Beds, 82. MATRON; 2 Sisters; 1 Night Superintendent; 2 Staff Nurses; 10 Probationers. Vacancies average 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must not be less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon upon physiology, anatomy, antiseptics, "first aid," etc. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 4 weeks' holiday in a year for sisters; 3 weeks' for probationers. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £12. Laundry and indoor uniform are provided for sisters, laundry only for probationers.

### **Bushey Heath Cottage Hospital, near Watford.**

Beds, 20. MATRON; 1 Charge Nurse; 3 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is given after 1 or more years' training. RECREATION, 2 hours daily; charge nurse, 3 hours daily; 1 day monthly; 2 to 3 weeks' holiday; charge nurse, 4 weeks' holiday in the year. PREMIUM, £13 13s. SALARY, charge nurse, £20, and £5 for uniform. Uniform and laundry not provided.

### **Canterbury.—Kent and Canterbury Institute for Trained Nurses.** See page 246.

### **\* Carmarthen.—Carmarthenshire Infirmary.**

Beds, 32. MATRON; 3 Nurses; 5 Probationers.

After a personal interview and 3 months' trial, applicants are received for 4 years (3 years' training in the hospital wards and 1 year on the private nursing staff). Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer upon anatomy and physiology and by the matron on nursing work. Certificates are granted after passing examination and satisfactorily completing engagement. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £14; 3rd year, £16; 4th year, £24. Indoor uniform is provided.

**Chelmsford and Essex Infirmary.** Beds, 36. MATRON; 2 Nurses; 4 Probationers. Applications average 36, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates must be between 21 and 30 years of age, and must produce evidence of character, education, health and physique. CLASSES in physiology and instruction in medical and surgical nursing. Instruction in massage and electro-therapeutics given by the matron to suitable probationers in second year. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; nurses, £26 to £30. Laundry and indoor uniform provided. Each nurse has a separate bedroom; two probationers share room.

**Cheltenham General Hospital.** Beds, 80. MATRON; 5 Sisters; 8 Assistant Nurses; 12 Probationers. Vacancies 4 to 5 annually.

*Ordinary Probationers.*—After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Candidates must not be less than 22 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff. Examinations are held at the close of the courses of lectures twice yearly. Certificates are granted. The Hospital pay half the premium for monthly nursing and midwifery training. RECREATION,  $2\frac{1}{2}$  hours daily; 4 hours alternate evenings in the 2nd year; 5 hours on alternate Sundays; 3 weeks' holiday in the course of the year at times convenient to the matron. PREMIUM, 2 guineas. SALARY, *nil*. Cubicle sleeping accommodation.

*Special Probationers.*—A limited number of gentlewomen are received upon payment of £2 2s. entrance fee and 15 guineas for the year, paid by two equal instalments in advance, the first instalment being due at the end of the month's trial. For this they will receive board, lodging, laundry and medical attendance during their residence in the hospital. They must provide their own uniform. Age same as that for ordinary probationers.

A certain number of probationers who have shown special aptitude for nursing are retained for an additional two years in the hospital as assistant nurses at a salary of £12 during their 1st year, and £16 during their 2nd year, with the option of remaining if suitable as private nurses at a salary commencing at £32 and rising to £36. A certificate of training will be given for the full term of 3 years. Upon quitting the service of the hospital, the probationer or nurse must return

her uniform to the matron. Nurses are allowed 3 weeks' holiday yearly for every completed year's service in the hospital. Private nurses have 1 month's holiday yearly. Laundry and indoor and outdoor uniform provided, and the private nurses when not engaged upon a case are boarded and lodged without expense in the Nursing Home. See page 248.

*Pupil Nurses.*—Candidates are received from public or private nursing institutions for one year's training on payment of a total fee of £5 5s. Pupil nurses to find their own uniform.

### **Chesterfield and North Derbyshire Hospital.**

Beds, 80. MATRON; 4 Sisters; 1 Night Sister; 1 Staff Nurse; 15 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 28 years of age, and must produce evidence of character, education, health and physique. LECTURES are given by the hon. staff. Examinations are held at the end of each course of lectures. Certificates are granted. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year; sisters have 1 evening weekly; week-end monthly; 4 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, probationers, 1st year, £10; 2nd year, £12; 3rd year, £14. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Nurses and probationers have each a separate bedroom.

### **Chichester.—West Sussex, East Hants and Chichester General Infirmary and Dispensary.**

Beds, 70. MATRON; 4 Sisters; 16 Probationers; 12 Private Nurses. Applications average 45 and vacancies 11 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly; sisters,  $\frac{1}{2}$  day fortnightly; 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £10; 3rd year, £16; nurses, £28 to £30; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom. Nurses are sent out to nurse private cases.

### **\* Chorley Dispensary and Cottage Hospital.**

Beds, 22, and 1 Cot. MATRON; 1 Staff Nurse; 1 Probationer.

After a personal interview, and 1 month's trial, applicants are

received for 1 year's training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is not given. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, £10 10s. SALARY, *nil*. Staff nurse, £20 per annum. Laundry is provided. Uniform is not provided.

**Cirencester Cottage Hospital.** Beds, 9; 2 cots. MATRON; 1 Probationer. There is a vacancy on an average every two years.

After a personal interview and 1 month's trial, an applicant is received for training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. RECREATION, twice weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Laundry is provided. Uniform is not provided.

**Clevedon Cottage Hospital,** Clevedon, Somerset. Beds, 16. MATRON; 3 Probationers.

LECTURES given by the medical staff. RECREATION, 2 hours daily; a fortnight's holiday in a year. SALARIES.—Matron, gratuitously; probationers, *nil*. Laundry and indoor uniform are provided.

**Colchester.—Essex and Colchester General Hospital.** Beds, 85. MATRON; 5 Sisters; 11 Probationers.

After a personal interview (between 10 and 1 any morning) and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and by the matron. Certificates are granted on satisfactorily completing engagement. RECREATION, 2 hours daily; half-day monthly; 3 weeks' holiday in a year; sisters, 4 weeks' holiday. PREMIUM, £15. SALARY, *nil*. Probationers receive £10 the 3rd year. Nurses, £25 to £30 per annum. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

**Coldash, Newbury, Berks.—Children's Cottage Hospital.** Beds, 20 in Hospital; MATRON; 1 Nurse; 3 Probationers. Applications average 15 and vacancies 2 yearly.

Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, and health. After a personal interview and 1 month's trial, applicants are received for a

course of 1 or 2 years' training. RECREATION, 2 hours daily; 1 day monthly; 1 month's holiday in the year. PREMIUM, 10s. 6d. per week for 1 year. Uniform is not provided. Each nurse and probationer has a separate bedroom.

\* **Coventry and Warwickshire Hospital.** Beds, 80. LADY SUPERINTENDENT; 6 Sisters; 6 Nurses; 8 Probationers. Vacancies average 1 in 2 years.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon anatomy, physiology, medical and surgical nursing. Classes are held weekly by the lady superintendent. Examinations are held at the end of each course in the spring and autumn. Certificates are granted upon satisfactory completion of engagement. RECREATION, nurses and probationers, 2 and 3 hours daily; 18 hours weekly; 1 day monthly; 3 weeks' holiday yearly. Sisters, 2 and 3 hours daily; 24 hours weekly; 2 days monthly; 4 weeks' holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £16; nurses, £16 to £20; sisters, £25 to £30. Laundry and indoor uniform are provided. Each nurse has a separate bedroom but probationers do not. Nurses are not sent out to private cases.

**Coventry District and Private Nursing Institution.** See page 249.

**Crewe Memorial Cottage Hospital.** Beds, 29. MATRON; 1 Sister; 3 Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. There is no age limit fixed for candidates who must produce evidence of character, health and physique. LECTURES are given during winter months. Upon satisfactory completion of engagement, the indentures are returned with certificate thereon. RECREATION, 2 hours daily, and arrangements are made for 2 days off when work permits. SALARY, 1st year, £5; 2nd year, £5; 3rd year, £10; sisters, £30 to £35. Laundry is provided; part of uniform is provided in the 2nd and 3rd year of training. There are a few separate bedrooms.

**Croydon General Hospital.** Beds, 95. MATRON; 6 Sisters; 15 Probationers. Applications average 200 and vacancies 5 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and



27 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the members of the staff. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day monthly; 3 weeks' holiday yearly. PREMIUM, £10. SALARIES, 1st year, £10; 2nd year, £14; 3rd year, £18. Laundry, indoor and outdoor uniform provided.

**Croydon Nurses' Institute.** See page 249.

**Darlington Fever Hospital.** Beds, 100. There is also a smallpox hospital  $\frac{1}{4}$  mile from main building containing 40 beds. MATRON; 3 Sisters; 9 Probationers. Two vacancies yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical officer of health on anatomy, physiology and fevers. Examinations are held after each course of lectures. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 evening weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £20; when on duty at the smallpox hospital probationers receive an increase on salary at the rate of £5 per annum. Sisters, £35 per annum. Laundry and indoor uniform are provided, outdoor uniform is prohibited. Each sister and generally each probationer has a separate bedroom.

\* **Darlington Hospital and Dispensary.** Beds, 40. MATRON; 3 Nurses; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training. Candidates should be not less than 25 years of age, and must produce evidence as to character, education, health, and physique. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM and SALARY vary according to circumstances. Laundry and indoor uniform are provided.

The hospital is particularly adapted to the needs of those who desire training in surgical nursing either as preparatory to or supplementary to training elsewhere. A children's ward has been added to the existing accommodation.

**Dartford.—Livingstone Cottage Hospital.** Beds, 18. MATRON; 1 Staff Nurse; 3 Probationers.

After a personal interview, and 1 month's trial, applicants are received for 3 years' training. A certificate is given on satisfactorily

completing engagement. RECREATION, 2 hours daily; 10 A.M. to 4 P.M., or 4 to 10 P.M., Sundays; 1 day and night monthly; 3 weeks' holiday in a year. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15. Staff nurse, £30 per annum. Laundry is provided. Uniform is not provided. The nurse and each of the probationers have a separate bedroom.

**Denbigh.—Denbighshire General Infirmary.** Beds, 30. LADY SUPERINTENDENT; 1 Nurse; 3 Probationers. Applications and vacancies vary yearly.

After a personal interview and 1 month's trial, applicants are received for a period of 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Dispensing is taught to those who show special aptitude. LECTURES are given upon elementary anatomy, physiology and practical nursing. Certificates are granted at end of the period of training if the work done has been satisfactory. RECREATION, 2 hours daily; weekly, on Sunday, 10 A.M. to 1 P.M., and 2 to 8.30 P.M., alternately; monthly, 1 day; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Laundry and indoor uniform are provided. Medical attendance in the hospital and leave of absence (as recommended by medical man in charge) on full pay is allowed to nurses during sickness.

*Paying Probationers* are also received for 1 year's training. PREMIUM, £10.

**Derby.—Derbyshire Hospital for Sick Children,** North Street, Duffield Road. Beds, 38. MATRON; 1 Charge Nurse; 1 Staff Nurse; 5 Probationers. Applications average 50 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the house surgeon, and examinations are held twice yearly. Certificates are given after passing examination and satisfactorily completing engagement. RECREATION,  $1\frac{1}{2}$  to 2 hours daily;  $\frac{1}{2}$  day fortnightly. PREMIUM, *nil*; SALARY, 1st year, £6; 2nd year, £12; 3rd year, £16. Laundry is provided.

*Paying Probationers* are received for 1 year's training by special arrangement.

**Derby.—Derbyshire Hospital for Women,** 20 Bridge Street. Beds, 10. MATRON; 1 Nurse; 2 Probationers.

Candidates are received for 1 year's training. Certificates are granted upon satisfactorily completing engagement. SALARY, probationers, *nil*; after training, £12 per annum.

**Derby.—Royal Derby and Derbyshire Nursing Association.** See page 250.

\* **Devizes Cottage Hospital and Dispensary.**  
Beds, 17. **MATRON**; 1 Nurse; 2 Probationers.

After 4 to 6 weeks' trial, applicants are received for 4 years' training (including 1 year on the private nursing staff). Candidates must produce evidence as to character, education, health and physique. A certificate is given on satisfactorily completing engagement. **RECREATION**, 2 hours daily; 4 weeks' holiday in a year. **PREMIUM**, £12 12s. **SALARY**, 1st year, *nil*; 2nd year, £15; 3rd year, £18; 4th year, £23. No remuneration is given for the trial weeks. Laundry is provided. Uniform is not provided. Nurses sent to private cases (page 251).

**Devonport.—Royal Albert Hospital.** Beds, 52. **MATRON**; 2 Sisters; 15 Probationers; 14 Private Nurses.

Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, conduct, health and education, and give particulars of employment during the preceding five years. After serving 6 months, if satisfactory, a probationer is placed on the staff, signing an agreement to serve the hospital for a further term of 3½ years. A nurse or probationer breaking her engagement has to forfeit a quarter's wages and does not receive a certificate. **LECTURES** are given and examinations held yearly. Certificates of training are given at the end of the 4 years. **RECREATION**, 2 hours daily; a fortnight's holiday yearly; nurses, 3 weeks; sisters, 4 weeks. **SALARY**, 1st year, *nil*; 2nd year, £15; 3rd year, £18; 4th year, £25. Nurses, £25 to £35. Sisters, £30. Laundry is provided, and, except during the first 6 months, indoor and outdoor uniform are supplied. Each nurse and probationer has a separate bedroom. When ill, the nurses are treated in hospital.

*Paying Probationers* are received for short periods. **PREMIUM**, £1 1s. a week during the 1st year; afterwards 10s. 6d. a week. Laundry and uniform not provided.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 251.

**Dewsbury and District General Hospital.** Beds, 50. **MATRON**; 2 Charge Nurses; 7 Probationers. Applications average 40 and vacancies 2 yearly.

After a personal interview (when possible) and 2 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 31 years of age, and must produce evidence as to character,

education, health and physique. LECTURES are given by the house surgeon on physiology, anatomy and general nursing. RECREATION, 2 hours daily ; half-day weekly ; 2 weeks' holiday yearly. PREMIUM, *nil* ; SALARY, 1st year, £12 ; 2nd year, £14 ; 3rd year, £16. Remuneration is given for the trial month. Laundry and indoor uniform are provided.

**Dorchester.—Dorset County Hospital.** Beds, 50. MATRON ; 3 Head Nurses ; 3 Assistant Nurses ; 2 Probationers.

After 6 weeks' trial, applicants are received for 1 year's training. Candidates should be not less than 23 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; half-day fortnightly ; whole day monthly ; charge nurses, 4 weeks' holiday in a year ; assistant nurses, 3 weeks ; PREMIUM, £10 10s. SALARY, *nil* ; assistant nurses, £25 ; head nurses, £30 per annum. No remuneration is given for the trial weeks. Laundry and indoor uniform are provided.

**\* Douglas.—Noble's, Isle of Man, General Hospital.** Beds, 45. MATRON ; 5 Nurses ; 4 Probationers.

Particulars not received.

**Dover Fever Hospital,** Edred Road, Tower Hamlets, Dover. Beds, 60. MATRON ; 2 Charge Nurses ; 4 Nurses ; 2 Probationers.

After 1 month's trial, applicants, who must be between 20 and 25 years of age, are received for 2 years' training. RECREATION, 2 hours daily ; 1 evening weekly ; 1 day monthly ; 3 hours morning and evening alternate Sundays. SALARY, £16 to £20 ; charge nurses, £30 per annum. Laundry and separate bedroom provided.

**Dover.—Royal Victoria Hospital.** Beds, 40. MATRON ; 2 Sisters ; 8 Paying Probationers.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given on elementary anatomy, physiology and nursing by the medical officers and matron. Certificates are granted on satisfactorily completing engagement. RECREATION, 2 hours daily ; 1 day monthly. PREMIUM, £10. SALARY, 2nd year, £10 ; 3rd year, £15. Sisters, £30. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Dunster and Minehead Village Hospital,** Dunster, Somerset. Beds, 9. MATRON ; 1 Probationer.



After a personal interview and 1 month's trial, an applicant is received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. Two or three weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided. Indoor uniform is not provided.

**Durham County Hospital,** Durham. Beds, 70. MATRON; 2 Sisters; 4 Nurses; 4 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary staff, matron and house surgeon, upon anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARIES, 1st year, £8; 2nd year, £12; 3rd year, £20. Laundry and indoor uniform are provided.

**Ealing Cottage Hospital,** Middlesex. Beds, 22. MATRON; 2 Staff Nurses; 3 Probationers. Applications average 7 to 9, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or more years' training. Candidates should be over 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours four times a week; 4 hours twice a week; Sundays alternately 10 to 12.30 P.M., 10 to 4 P.M., 3 to 10 P.M.; 1 day monthly; 2 weeks' holiday yearly for probationers; 3 weeks for nurses. PREMIUM, *nil*. SALARY, £10 per annum after 1st six months. Nurse, £25 to £28. Laundry and material for indoor uniform provided. Each nurse and probationer has a separate bedroom or cubicle.

**East Grinstead.—Cottage Hospital.** Beds, 12. Cots, 2. MATRON; Assistant Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. Candidates should be between 20 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given in elementary anatomy and physiology by a member of the medical staff. Practical instruction is given in such nursing as a Cottage Hospital affords opportunities of learning, and a certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly;



3 weeks yearly. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15. Laundry and indoor uniform are provided.

**Eastbourne.—Princess Alice Memorial Hospital.** Beds, 50. MATRON; 3 Sisters; 1 Staff Nurse; 5 Probationers. Applications average 75, and vacancies 2 yearly.

After the sending of a photograph, or a personal interview (Tuesdays and Fridays, 2.30 to 4) and 1 month's trial, applicants are received for 2 years' training. Candidates should be not less than 22 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; a half-day every 4 weeks; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry is provided. Uniform is not provided.

**Eltham, Kent.—The Cottage Hospital.** Beds, 16. MATRON; 2 Nurses; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must not be under 22 years of age, and must produce evidence of character, education and health. No certificate is given. RECREATION, 2 hours daily; half-day weekly; 2 weeks in the year (nurses, 3 weeks). PREMIUM, £10. SALARY, *nil*. Nurses, £25. Laundry and indoor uniform is provided.

**Evesham Cottage Hospital.** Beds, 10. Cots, 2. MATRON; 1 Probationer. There is a vacancy for a probationer yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be not less than 23 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily. PREMIUM, *nil*. A small salary is given the second year. Laundry provided. Uniform is not provided.

**Fakenham Nurses' Home.** See p. 252.

**Falmouth Hospital and Dispensary.** Beds, 14. MATRON; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 1 day off duty monthly; 2 weeks' holiday in the year. SALARY, 1st year, *nil*; 2nd year, £8. Laundry and indoor uniform are provided.

**Faringdon, Berks.—The Cottage Hospital.** Beds, 10. MATRON; 1 Probationer. There is a vacancy about once in 2 years.

After a personal interview and 1 month's trial, applicants are received for 2 years' training, a certificate being granted upon satisfactory completion of engagement. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; occasional half-days off duty; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and in- and out-door uniform are provided.

**Folkestone.—Victoria Hospital.** Beds, 50. MATRON; 1 Night Superintendent; 2 Day Sisters; 3 Staff Nurses; 5 Probationers. Applications average 15, and vacancies 2 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the visiting staff and matron, and examinations are held once a year in May. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; 1 day and 1 half-day monthly; 3 weeks' holiday yearly; sisters, 3 hours daily; half-day weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £8 8s. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15; sisters, £28 to £32. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

**Gateshead.—Children's Hospital,** Durham Road. Beds, 22. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 50, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 to 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Grantham Hospital.** Beds, 30. MATRON; 2 Sisters; 4 Probationers.

After a personal interview (if possible) and 1 month's trial, candidates are received for 2 years' training. LECTURES by medical staff, classes by matron. RECREATION, 2 hours daily; 1 day a month; 2 weeks yearly. PREMIUM, £5. SALARY, 1st year, *nil*; 2nd year, £12 with uniform. Laundry provided.

**Gravesend Hospital.** Beds, 56. MATRON; 4 Sisters; 2 District Nurses; 8 Private Nurses; 10 Nurses and Probationers. Applications average 60 and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology and practical nursing by the house surgeon and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. Examinations are held annually. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £16; 3rd year, £18. Laundry, indoor and outdoor uniform are provided. Nurses are not placed upon the private staff until after the completion of 2 years' training. For particulars of private nursing staff see page 255.

**Grimsby and District Hospital, Lincolnshire.** Beds, 50. MATRON; 3 Sisters; 10 Nurses.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. medical officer, the house surgeon and the matron on elementary anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day fortnightly; 2 weeks' holiday yearly; 3rd year, 3 weeks; sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £10; 3rd year, £15; sisters, £30. Laundry and indoor uniform are provided.

**Guildford.—Royal Surrey County Hospital.** Beds, 81. MATRON; 4 Sisters; 14 Nurses and Probationers. Applications average 30, and vacancies 2 to 3 yearly.

After a personal interview and 1 to 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon nursing subjects. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; 4 hours on Sunday; 1 day monthly; 3 weeks' holiday in a year. PREMIUM, £5 (returned on completing engagement). SALARIES, 1st year, *nil*; 2nd

year, £16; 3rd year, £18, rising to £24 for nurses; sisters, £25 to £30. Laundry and part of indoor uniform provided. Each nurse and probationer has a separate bedroom. Affiliated to the Royal National Pension Fund for Nurses.

**Harrow Cottage Hospital.** Beds, 12. 1 SISTER-IN-CHARGE; 2 Probationers.

Candidates should be between 19 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' practical training in ward work and such nursing as a small hospital affords opportunity for acquiring. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry is provided.

**Hartlepool Hospital,** Friar Terrace, Hartlepool. Beds, 50. MATRON; 1 Sister; 3 Nurses; 5 Probationers. One vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £20. Laundry and indoor uniform are provided.

**Hastings, St. Leonards and East Sussex Hospital.** Beds, 74. MATRON; 1 Night Superintendent; 3 Sisters; 3 Staff Nurses; 12 Probationers. Applications average 100, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the sisters, and LECTURES by the house surgeon and matron. Examinations are held annually and on completion of the course. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 2 hours daily; Staff Nurses, 2½ and 3 hours alternate days; Sisters, 3 hours daily; 1 day monthly (when possible); Probationers and Staff Nurses, 10 A.M. to 2 P.M., 3 P.M. to 9 P.M. alternate Sundays; Sisters, 10 A.M. to 3 P.M., 3 P.M. to 10 P.M. alternate Sundays; 3 weeks' holiday; Sisters, 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £12; 3rd year, £15; Staff Nurses, £25; Sisters, £30, increasing annually by £2 to £40. Laundry and indoor uniform are provided, outdoor uniform is not provided. Nurses are provided for during sickness, and allowed sick leave when necessary.

**Haverfordwest.—Pembrokeshire and Haverfordwest Infirmary.** Beds, 20. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 6 and vacancies 1 yearly.

After 2 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 25 years of age, and must produce evidence as to character, education, health and physique. A certificate is given upon satisfactorily completing engagement. RECREATION, half day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £16. Laundry, indoor and outdoor uniform are provided. The nurse and probationers have separate bedrooms.

**Haydock Cottage Hospital.** Beds, 16. HON. LADY SUPERINTENDENT; 1 Sister; 3 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer on anatomy and physiology. RECREATION, 10 A.M. to 12 noon and 6 to 9 P.M. alternate weeks; 1 day monthly. PREMIUM, *nil*. SALARY, £12. Sister, £40 to £45. Remuneration is given for the trial month. In- and out-door uniform are provided. Each probationer has a separate bedroom.

**Hemel Hempstead.—West Herts Infirmary.** Beds, 50. MATRON; 2 Sisters; 6 Paying Probationers.

After 1 month's trial, applicants are received for 2 and 3 years' training. Candidates should be between 24 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, sick cooking and bandaging. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 4 weeks' holiday yearly. SALARY, *nil*; sisters, from £30. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Hinckley Cottage Hospital and Nursing Institute.** Beds, 13. MATRON; 1 District Nurse; 1 Nurse; 1 Probationer. Candidates are received for 1 year's training.

No further particulars.

**Hitchin.—North Herts and South Beds. Hospital.** Beds, 26. MATRON; 2 Nurses; 3 Probationers

After 1 month's trial, applicants are received for 1 or 2 years' train-



ing. Candidates must be between 20 and 30 years of age, and must produce evidence of character, education, health and physique. LECTURES are given by a member of the medical staff and instruction by the matron. Certificates are granted on satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks in the year. PREMIUM, £10. Laundry and indoor uniform provided. Each nurse has a separate bedroom.

**Hounslow Hospital**, Bell Road, Hounslow. Beds, 16. MATRON; 2 Staff Nurses; 1 Probationer.

Candidates must produce satisfactory evidence as to character, education, health and physique. RECREATION, as circumstances permit. Laundry and uniform provided.

\* **Hull.—Hospital for Women and Orthopædics**, Wright Street. Beds, 9. LADY SUPERINTENDENT; 1 Sister; 2 Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be between 22 and 33 years of age, and produce evidence as to character, education, health and physique. No certificate is given. RECREATION, 2 hours daily; 1 day monthly; a fortnight's holiday yearly. Laundry is provided; uniform is not.

**Hull.—Victoria Hospital for Sick Children**, Park Street. Beds, 60. MATRON; 4 Sisters; 2 Staff Nurses; 12 Probationers. Applications about 80, and vacancies 6 yearly.

*Ordinary Probationers.*—After a personal interview and 1 month's trial, applicants are required to sign an agreement to serve the hospital for 2 years, and are received for 2 years' training. Candidates must be not less than 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given during the winter months by the hon. medical staff, and classes on practical nursing are held by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, daily, 2 hours; Sundays, morning and evening alternately;  $\frac{1}{2}$  day monthly; 2 weeks' holiday every year. SALARY, 1st year, *nil*; 2nd year, £6. Laundry and indoor uniform (dresses and caps) are provided. Nurses may be promoted to posts in the hospital as vacancies occur. During sickness they are nursed till convalescent, and then sent to a Convalescent Home gratuitously.

*Paying Probationers.*—Paying probationers are received for 1 year's training, and are subject to the same rules, duties and conditions as the ordinary probationers. PREMIUM, £15 15s. SALARY, *nil*.

**Huntingdon County Hospital.** Beds, 40. MATRON ; 1 Sister ; 6 Nurses and Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates, who should be between 20 and 35 years of age, must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and the matron. Examinations are held annually by the hon. staff. Second-year nurses are also taught massage and invalid cookery. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 or more hours daily ; 2 weeks' holiday in a year. SALARIES, 1st year, *nil* ; 2nd year, £16 ; 3rd year, £20. Nurses, £30. Uniform not provided. Laundry allowance 2s. per week. Probationers do not have separate bedrooms.

**Hyde Infectious Diseases' Hospital,** Gee Cross, Cheshire. Beds, 50. MATRON ; 2 Sisters ; 2 Staff Nurses ; 3 Probationers.

After a personal interview and 2 months' trial, applicants, who must be between 21 and 30 years of age, are received for 3 years' training. They must produce satisfactory evidence of character and education. They receive instruction from the matron on the various infectious diseases and their treatment, and are occasionally examined by the medical officer. Certificates are not granted. RECREATION, 2 hours daily ; half-day weekly, from 2 to 10 P.M. alternate Sundays ; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £15 ; 2nd year, £18 ; 3rd year, £21 ; 4th year, £24. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

**Ilkeston Hospital.** Beds, 30. MATRON ; 2 Staff Nurses ; 3 Probationers. Applications average 10, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy and physiology. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, 1st year, £5 ; 2nd year, £10. Remuneration is given for the trial month. Laundry and indoor uniform provided.

Occasionally nurses are sent out to private cases.

**Kendal Memorial Hospital.** Beds, 25. MATRON ; 2 Staff Nurses ; 2 Probationers

After 1 month's trial, applicants are received for 1 or 2 year's training. Candidates should be between 20 and 30 years of age, and must produce

evidence as to character, education and health. Certificates are not granted. RECREATION,  $2\frac{1}{2}$  hours daily; 1 day every month; 3 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £12; nurses, £28. Laundry and indoor uniform provided.

**Kettering and District Hospital.** Beds, 58. MATRON; 3 Sisters; 9 Probationers.

After a personal interview, and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are given. RECREATION, 2 hours daily; 1 day monthly; 16 days' holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £10. Sisters, £28 to £30 per annum. No remuneration is given for the trial month. Laundry is provided and indoor uniform partly provided. The hospital is federated to the Royal National Pension Fund for Nurses.

**Kidderminster.—Borough Hospital for Infectious Diseases.** Beds, 60. MATRON; 4 Permanent Nurses; the number of nurses varies with the number of cases. Applications average about 18, and vacancies 2 yearly.

After 3 months' trial, applicants are received for 2 years' training in fever nursing. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health, physique and recent re-vaccination. LECTURES are given by the matron upon the nursing of infectious fevers, ventilation, disinfection, testing for albumen, care of convalescents, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily;  $\frac{1}{2}$  day weekly; 16 days 1st year; 3 weeks 2nd year. Nurses have alternately the morning, afternoon and evening on Sundays. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15. Remuneration is given for the trial months. Laundry and indoor uniform are provided.

Nurses who have received a training in general nursing elsewhere are received for 3 or 6 months' training in fever nursing without payment of premium or receipt of salary. Separate bedrooms are not provided.

**Kidderminster Infirmary and Children's Hospital.** Beds, 60. MATRON; 2 Sisters; 6 Staff Nurses; 5 Paying Probationers. Applications average 35, and vacancies 4 yearly.

After a personal interview and trial, applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health

and physique. LECTURES on anatomy, physiology, medical and surgical nursing are given by the medical staff and matron. Examinations are held in October. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Sisters, 1 evening, 1 afternoon and 1 half-day weekly; 3 weeks yearly. PREMIUM, £12 12s. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £18. Sisters from £30. Laundry and indoor uniform provided.

**King's Lynn.—West Norfolk and Lynn Hospital.** Beds, 56. MATRON; 4 Sisters; 7 Probationers. Applications average 40, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon physiology and nursing generally. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours daily; 4 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Laundry and indoor uniform are provided.

There is a private nursing staff attached to the hospital. For particulars see page 257.

**Lancaster Royal Infirmary.** Beds, 45. MATRON; 4 Staff Nurses; 7 Ordinary Probationers. Applications average 40 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary medical staff, and practical instruction by the matron and staff nurses. Examinations are held at the end of each course. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 and 6 hours alternate Sundays; nurses and probationers have a day occasionally by arrangement; 2 weeks' holiday yearly; staff nurses, 4 weeks' yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £16; assistant nurses, £25; staff nurses, £30 to £35 per annum. Laundry and indoor uniform are provided. Each nurse and senior probationer has a separate bedroom. Nurses are advised to join the Royal National Pension Fund.

**Ledbury Cottage Hospital.** Beds, 11. MATRON; 2 Probationers.

After a personal interview (when possible) and 1 month's trial, appli-

cants are received for a course of 2 years' practical instruction in ward work, sick cookery, and such nursing as a cottage hospital affords opportunity for learning. Candidates should be over 20 years of age and must produce satisfactory evidence as to character, education and health. RECREATION, 2 hours daily; half-day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, *nil*. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

**Leeds City Fever Hospitals** (Seacroft and Killingbeck, nr. Leeds), Beckett Street, Leeds. Beds, 660. MATRON; 2 Assistant Matrons; 2 Night Superintendents; 12 Sisters; 30 Staff Nurses; 20 Probationers.

After a personal interview and 1 month's trial, applicants are received for not less than 2 years' training in fever nursing. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given in the winter months. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £18; 3rd year, £25. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

**Leeds Trained Nurses' Institute.** See page 258.

**Leicester Institution for Trained Nurses.** See page 258.

**Lewes Dispensary and Infirmary and Victoria Hospital,** Lewes. Beds, 14. MATRON; 3 Paying Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be not less than 22 or over 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday at the end of six months. PREMIUM, £10. Laundry is provided. Uniform not provided.

**Lincoln Institution for Nurses.** See page 258.

**Liverpool.—City Hospital,** South Grafton Street. Beds, 88. MATRON; ASSISTANT MATRON; 4 Charge Nurses; 10 Assistant Nurses; 5 Probationers. Vacancies average 3 yearly.

After a personal interview and 3 months' trial, applicants are re-



ceived for 2 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, health and physique. Charge nurses must hold certificates of not less than 3 years, and assistant nurses of 1 year's training from a general hospital, besides fever training. LECTURES are given by the resident medical officer. Examinations are held yearly. Certificates are given. 1 month's notice required. RECREATION, 2 hours daily; half-day fortnightly; 3 weeks' holiday in a year. SALARIES.—Charge nurses, £35; assistant nurses, £25 to £30. Laundry and indoor uniform are provided. Each nurse has a separate bedroom, probationers do not.

Probationers between 21 and 26 years of age are received for fever training. Certificates are granted. SALARY, 1st year, £16; 2nd year, £20.

**Liverpool.—City Hospital, East, for Infectious Diseases,** Mill Lane, Old Swan. Beds, 153. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 12 Assistant Nurses; 10 Probationers; extra help when required.

*Nurses.*—Candidates should be between 21 and 30 years of age, must produce satisfactory evidence as to character, health and physique. After a personal interview they must give 1 month's trial. One month's notice of leaving is required. Charge nurses must have had 3 years' general and 1 year's fever training; assistant nurse, 2 years' general or fever training. RECREATION, 20 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARY, charge nurses, £35 per annum; assistant nurses, £25, increasing £2 10s. annually to £30 per annum. Laundry and uniform are provided.

*Probationers.*—Applicants between the age of 21 and 30 are taken for 2 years' training. Certificate of fever training is given. SALARY, 1st year, £16; 2nd year, £20.

**Liverpool Eye and Ear Infirmary,** Myrtle Street. Liverpool. Beds, 65. MATRON; 2 Sisters; 6 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 7 hours weekly; nurses 2, sisters 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14. Laundry and indoor uniform are provided, outdoor uniform is not provided.

**Liverpool Hahnemann Hospital,** Hope Street. Beds, 52. LADY SUPERINTENDENT; 1 Night Superintendent; 2 Sisters; 10 Probationers; 8 Private Staff Nurses. Applications average 50, and vacancies 6 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the lady superintendent and the doctors upon elementary physiology and anatomy. Certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £14; 3rd year, £18, rising to £24. Sisters, £28 to £30. Laundry and indoor uniform are provided.

Probationers, after 2 years' training, are placed on the private nursing staff from whence they are promoted to posts as charge nurses.

**Liverpool Ladies' Charity and Lying-in Hospital,** Brownlow Hill. Beds, 20. MATRON; 8 Midwives.

*Pupil Midwives.*—Application should be made by letter in own handwriting to the matron at the hospital when application form will be supplied. After a personal interview with the Ladies' Committee on any Friday between 11 and 12 A.M., applicants are received for 12 weeks' training. Pupils may be resident or non-resident. For both classes bi-weekly LECTURES on midwifery are delivered at the hospital by the medical officer in charge, the courses commencing in January, April, July and October. At the conclusion of each course an examination is held, and certificates are given to those who have passed satisfactorily and have duly qualified themselves by having personally conducted 25 cases. FEES.—Resident pupils, £15 15s. Laundry and uniform extra.

*Pupil Nurses.*—Applicants are admitted for 6 months' training in monthly nursing, the first half of which is devoted to instruction in nursing and the management of the sick-room, the last half to training in midwifery. Certificates are granted on satisfactorily completing engagement. FEES.—£26 5s., and £2 2s. for laundry. Uniform extra.

**Liverpool.—St. Paul's Eye and Ear Hospital,** 6 St. Paul Square. Beds, 41. MATRON; 3 Sisters; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education and health. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14; sisters, £25 to £30. Laundry and indoor uniform are provided.

\* **Llandudno.—Sarah Nicol Memorial Cottage Hospital.** Beds, 14. MATRON; 1 Nurse; 1 Probationer. Particulars not received.

**Llanelly Hospital,** Llanelly, Carmarthenshire. Beds, 31. MATRON; 2 Nurses; 1 Private Nurse; 3 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given. Certificates are granted upon completing engagement. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and in- and out-door uniform are provided. Nurses have separate bedrooms, probationers have not.

A children's ward containing 6 cots is in course of construction.

**Longton Cottage Hospital.** Beds, 42. MATRON; 4 Nurses; 6 Private Nurses; 4 Probationers.

After a personal interview and 2 months' trial applicants between 21 and 30 years of age are received for 3 years' training. Certificates are granted. Lectures are given. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £18. Laundry and uniform provided. Nurses are sent out to private cases.

**\* Loughton, Essex.—Convalescent Home for Children.** Beds, 60. LADY SUPERINTENDENT; 1 Sister; 8 Paying Probationers; 4 Ordinary Probationers.

Candidates should be between 18 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. A personal interview may be dispensed with upon good recommendations being forwarded, and after a month's trial, applicants are received for a course of 1 year's training in preparation for general hospital work. Paying probationers are received for periods of 3 months' training. No LECTURES or certificates are given, but testimonials of conduct and efficiency are granted after satisfactorily completing engagement. RECREATION, 2 hours every other day; 1 day every month; fortnight holiday yearly. PREMIUM.—Paying probationers, 10s. 6d. per week; ordinary probationers, *nil*. SALARY *nil*. Laundry is provided.

**Lowestoft Hospital.** Beds, 40. LADY SUPERINTENDENT; 3 Charge Nurses; 7 Probationers. Vacancies average 2 yearly.

After 6 weeks' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon elementary anatomy, physiology and diseases. Certificates are granted upon satisfactorily completing

engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 3rd year, £10; charge nurses, £25 to £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Luton (Bute) Hospital.** Beds, 56. MATRON; 3 Staff Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 27 years of age, and must produce satisfactory evidence as to character. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, 1st year, £10; staff nurses, £28 per annum. Laundry and part of uniform are provided.

**Macclesfield General Infirmary.** Beds, 66. MATRON; 4 Sisters; 9 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. LECTURES are given by honorary medical staff, house surgeon and matron. RECREATION, 2 hours daily; 15 hours weekly; whole day monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, probationers, 1st year, *nil*; 2nd year, £15; 3rd year, £18; sisters, 1st year, £25, rising to £30. Laundry and indoor uniform are provided.

**Maidstone.--West Kent General Hospital.** Beds, 54. LADY SUPERINTENDENT; 8 Nurses; 8 Probationers. Applications average 80, and vacancies 7 yearly.

After a personal interview, when practicable, and a month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 40 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the visiting medical staff upon physiology, anatomy, medicine and surgery; and practical instruction by the lady superintendent and the house surgeon in ward work, sick cookery and general nursing. A certificate is granted upon passing examination and satisfactorily completing engagement. RECREATION, 2.30 to 5.10 and 5.10 to 7 P.M. on alternate days; Saturday to Monday every 3 months; 2 weeks' holiday 1st year; 4 weeks, 2nd and 3rd years. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20. Laundry is provided,

Uniform is not provided. Assistant nurses may be promoted as staff nurses after 3 years' training.

*Paying Probationers* are received for 1 or 2 years' training. PREMIUM, £30. Laundry provided; uniform not provided.

A Private Nursing Staff is attached.

**Manchester Children's Hospital**, Pendlebury. Beds, 168. LADY SUPERINTENDENT; 7 Sisters; 1 Night Superintendent; 6 Staff Nurses; 27 Probationers. Applications average 300, and vacancies 12 yearly.

*Ordinary Probationers*.—After a personal interview (if possible) and 1 to 3 months' trial, applicants are received for 3 years' training. Candidates must be over 20 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given on elementary anatomy, physiology, medical and surgical nursing and diseases of children; and instruction by the medical officers, the lady superintendent, and the sisters in the management and nursing of patients. Examinations are held once a year. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year. Staff nurses also have half-day fortnightly. Sisters have time off duty daily in afternoon and evening; Saturday to Monday once a month; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18. Nurses, £25; sisters, from £32 to £35. Laundry and caps and material for indoor uniform are provided for probationers; for staff nurses and sisters dresses, aprons and caps are provided.

*Special Probationers* are received for 1 year's training. PREMIUM, £50. Age, 21 to 30. Laundry is provided. Their duties and training are the same as that for the ordinary probationers.

**Manchester Maternity Hospital**, 60 Upper Brook Street, Manchester. Beds, 12. MATRON; 1 Sister; 4 Pupil Midwives; 4 Pupil Nurses. Vacancies for pupil midwives average 8, and for pupil nurses 15 yearly.

After a personal interview suitable applicants are received for a course of 3 months' training in monthly nursing, and  $4\frac{1}{2}$  months in midwifery. Candidates should be between 25 and 40 years of age, and must give two satisfactory references (one of which must be to a lady), as to character, and a medical certificate of health. Certificated medical and surgical nurses are received for 6 weeks' training in monthly nursing. Courses of LECTURES are given to the midwives by two of the hon. physicians, one in the spring and one in the autumn of each year, followed by examination, successful candidates receiving certificates,



Pupil monthly nurses receive certificates upon the completion of 3 months' satisfactory service. **RECREATION.**—This necessarily varies with the required attendance in the labour ward, but all pupils have plenty of free time allowed, never less than 1 hour daily. **PREMIUM,** pupil midwives, £23 2s.; pupil nurses, £11 11s.; certificated medical and surgical nurses, £6 6s. All nurses must provide their own laundry and indoor uniform. Outdoor uniform is not compulsory.

**Manchester.—Monsall Fever Hospital,** Newton Heath. Beds, 600; **MATRON**; 2 **ASST. MATRONS**; 12 **Sisters**; 1 **Night Superintendent**; 50 **Staff Nurses**; 42 **Probationers**.

After 3 months' trial applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health, physique and recent vaccination. **LECTURES** are given upon anatomy, physiology and fevers by the medical superintendent. Certificates are given upon satisfactorily completing engagement. **RECREATION**, 14 hours weekly (sisters, 16 hours); 1 whole day monthly; 16 days' holiday yearly; sisters, 23 days' holiday yearly. **PREMIUM, nil.** **SALARY**, 1st year, £15; 2nd year, £20; nurses, £25 to £30 (rising £2 10s. yearly); sisters, £32 to £40 (rising £2 yearly). Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses when ill are treated in hospital.

**Manchester.—Northern (late Clinical) Hospital for Women and Children,** Park Place, Cheetham Hill Road. Beds, 70. **MATRON**; 3 **Sisters**; 5 **Staff Nurses**; 13 **Probationers**. Applications average 150 and vacancies 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. **LECTURES** are given by the medical and surgical staff. **RECREATION**, 2 hours daily; 1 day and night monthly; 2 weeks' holiday every year. **PREMIUM, nil.** **SALARY**, 1st 6 months, *nil*; 2nd 6 months, £6; 2nd year, £15; 3rd year, if retained, £18. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**Manchester.—Northern Workhouse Nursing Association.** See p. 263.

**Manchester Royal Eye Hospital,** Oxford Street. Beds, 110. **MATRON**; 2 **Sisters**; 4 **Nurses**; 6 **Probationers**.

After a personal interview and 1 month's trial, applicants are re-

ceived for 3 years' training if desired. Candidates should be between 19 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted for ophthalmic nursing after completing 3 years' training. RECREATION, 2 hours daily; 1 day monthly; nurses, 2 weeks; sisters, 3 week's holiday yearly on completing 1 year's service. PREMIUM, *nil*. SALARY, 1st 6 months, 10s. monthly; 2nd 6 months, £1 monthly; 2nd year, £15; 3rd year, £20, rising £1 yearly to £25; sisters, £30, rising £2 yearly to £36. No remuneration is given for the trial month, unless the candidate is accepted. Laundry and indoor uniform are provided.

**Manchester.—St. Mary's Hospital and the Manchester and Salford Lying-in Hospital and Dispensary for Women and Children**, Oxford Street, Beds, 100. MATRON; ASSISTANT MATRON; 5 Sisters; 14 Nurses; 12 Maternity Pupils.

*Probationers.*—After a personal interview and 1 month's trial applicants are received on the permanent nursing staff for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary staff upon monthly nursing and midwifery. Certificates are granted upon satisfactorily completing engagement and passing examination. Approximate RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

*Pupil Midwives.*—Pupil midwives must reside in the hospital for 3 months. FEE for the course, £26 5s., washing extra. There are two courses of LECTURES yearly, from April to July, and from October to March.

*Pupil Monthly Nurses* must reside in the hospital 6 weeks. FEE, 25s. per week, washing extra.

A register of monthly nurses is kept at the hospital for the convenience of the public and the medical profession.

**Mansfield and Mansfield-Woodhouse District Hospital.** Beds, 28. 2 MATRONS (1 Accident Hospital; 1 Convalescent Home); 3 Nurses; 2 Probationers. 1 vacancy annually.

After a personal interview and 1 month's trial applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Three weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10. Laundry and indoor uniform are provided.

**Margate.—Royal Sea-Bathing Hospital.** Beds, 150. MATRON; ASSISTANT MATRON; 1 Theatre Nurse; 4 Sisters; 4 Staff Nurses; 17 Probationers. Applications average 50, and vacancies 8 yearly.

After a personal interview (when possible) and 1 or 2 months' trial, applicants are received for 2 or 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon surgical and general nursing. Examinations are held three times annually. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £18; nurses, £25; sisters, £30 to £36. Laundry and indoor uniform are provided. Each nurse has a separate bedroom and some of the probationers.

**Margate.—Victoria Home for Invalid Children,** 5 and 6 Sea View Terrace, Westbrook. Beds, 36. SISTER-IN-CHARGE; 1 Nurse; 5 Probationers. Applications average 20, and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 18 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; extra leave on Sundays; 3 weeks' holiday in a year. PREMIUM, 10s. per week for 1st year only. SALARY, *nil*; nurses, £20 to £30. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

**Merthyr-Tydfil General Hospital.** Beds, 29. MATRON; 2 Staff Nurses; 2 Probationers. Three years' course. Nurses are sent out to private cases. (See page 264.)

No further information obtainable.

**Metropolitan Convalescent Institution, Children's Branch,** Broadstairs. Beds, 118. LADY SUPERINTENDENT; 1 Sister; 2 Staff Nurses; 2 Assistant Nurses; 6 Probationers. Applications average 40 yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training, and upon satisfactorily completing engagement are recommended to hospital authorities for further training. Candidates must be 19 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 afternoons a week; on Sunday, off duty morning or evening; 2 weeks'

holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £13; 3rd year, £16. Laundry and in- and out-door uniform provided. Each nurse and probationer has a separate bedroom.

**\* Mexborough (Yorks).—Montagu Cottage Hospital.** Beds, 16. MATRON; 1 Nurse; 1 Probationer.

Applicants must be between 21 and 30 years of age. They must produce satisfactory evidence of character and health, and after 1 month's trial are received for not less than 1 year's training. RECREATION, 2 hours daily, 4 hours weekly, 1 day monthly, 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; nurses from £24. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

**Middlesbrough.—North Riding Infirmary.** Beds, 100. MATRON; 1 Night Superintendent; 5 Charge Nurses; 16 Probationers. Applications average 20 to 25, and vacancies 5 annually.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron. Certificates are given upon satisfactorily completing engagement. RECREATION, several hours daily; 1 day monthly; 2 weeks' holiday yearly. Charge-nurses have 3 weeks' holiday yearly. PREMIUM, £12. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15; nurses, £25, rising to £34. Laundry and indoor uniform are provided. Nurses are cared for in the Infirmary during illness.

One probationer is occasionally received from nursing institutions to be trained for not less than 1 year. PREMIUM, £12. SALARY, *nil*.

**Mirfield.—The Memorial Hospital.** Beds, 18. MATRON; 1 Staff Nurse; 3 Probationers.

After 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by one of the hon. medical staff, examinations are held after each course. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday every year; staff nurse, 3 weeks. PREMIUM, *nil*. SALARY, £10 per annum, after the 1st 6 months; staff nurse, £25. Laundry and indoor uniform are provided.

**Monkwearmouth and Southwick Hospital.** Beds, 43. MATRON; 2 Sisters; 1 Staff Nurse; 5 Probationers.

After a personal interview and 3 months' trial, candidates are received for 3 years' training. Candidates should be over 22 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary surgeons and house surgeon. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers and nurses, 4 hours alternate days; Probationers, 1st year, 2 weeks' holiday; 2nd and 3rd year, 3 weeks; nurses, 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20. Nurses, £30. Laundry and indoor uniform provided.

**Moreton - in - Marsh, Gloucestershire. — Cottage Hospital.** Beds, 11. MATRON; 1 Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates must be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 1 day monthly; 2 weeks holiday yearly. PREMIUM, £13. Laundry and indoor uniform are provided.

**Newark Hospital.** Beds, 33. LADY SUPERINTENDENT; 1 Sister; 3 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 24 years of age. LECTURES are given—one course before Christmas and two after. RECREATION, 2 hours daily; 5 hours one evening a week; 4 hours on Sunday; 1 day monthly. PREMIUM, £2. SALARY, 1st year, *nil*; a salary is given the 2nd year. Laundry provided, also uniform for the 2nd year, but no uniform is provided during the 1st year.

There is a Private Nursing Staff, for particulars see page 264.

**Newcastle - upon - Tyne Hospital for Sick Children.** Beds, 72, 4 in Isolation Cottages, 14 in 2 open-air shelters, total, 90. LADY SUPERINTENDENT; 2 Sisters; 19 Probationer Nurses.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 35 years of age, must be well educated, and must produce a medical certificate of good health. Certificates are granted upon satisfactorily completing engagement. LECTURES are given during winter months, examinations held. RECREATION, 2 hours daily; 3 hours Sunday; half-day monthly; 3 weeks' holiday yearly. PREMIUM, £5 5s., to be paid at end of the trial months. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20. Indoor uniform



must be provided for the 1st year by the probationer, afterwards it is supplied by the hospital. Laundry is provided. Each nurse has a separate bedroom.

**Newcastle-upon-Tyne. — Nurses' Home and Training School,** page 264.

**Newport and Monmouthshire Hospital,** Cardiff Road, Newport, Mon. Beds, 98. MATRON; 1 Night Superintendent; 2 Sisters; 6 Staff Nurses; 16 Probationers; 6 Private Nurses. Applications are numerous.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and medical staff upon nursing and elementary anatomy and physiology. A certificate is granted upon satisfactory completion of the 3 years' engagement and passing an examination. RECREATION, 2 hours daily; 1 day off duty monthly. SALARY, 1st year, £8; 2nd year, £16; 3rd year, £20; nurses, £25 to £28; sisters, £35. Laundry and indoor uniform are provided. Outdoor uniform is worn, and must be provided by the probationer, but is not compulsory.

A Private Nursing Staff is attached to the hospital, and after 3 years' training in the wards the probationer may, if desirous, serve upon it at a salary of £28 to £32, together with in- and outdoor uniform. Separate bedrooms are provided for sisters, staff and senior nurses, a few of junior probationers share rooms.

**Newton-Abbot Hospital.** Beds, 29. MATRON; 1 Staff Nurse; 5 Probationers.

After 3 months' trial, applicants are received for 4 years' training. Candidates must produce satisfactory evidence as to character and health. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £20; 4th year, £25. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

**Northallerton Cottage Hospital.** Beds, 12; and 3 Cots. LADY SUPERINTENDENT; 1 Head Nurse; 3 Probationers.

For particulars see North Riding Nursing Association, page 266.

**North Shields.—Tynemouth Victoria Jubilee Infirmary.** Beds, 26. Cots, 6. MATRON; 1 Nurse; 6 Probationers. Three years' course. Certificates are granted. LECTURES are given

by the house surgeon. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £16. Nurses, £25 to £30 per annum. Laundry and indoor uniform are provided.

### **Northwich, Cheshire. — Victoria Infirmary.**

Beds, 15; MATRON; 1 Staff Nurse; 2 Probationers.

After a personal interview and 1 month's trial applicants are received for 2 years' training. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day and night monthly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry, indoor and outdoor uniform are provided.

**Norwich. — Jenny Lind Infirmary for Sick Children.** Beds, 44. MATRON; 2 Sisters; 4 Staff Nurses; 7 Probationers. Applications average 30 to 40, and vacancies 4 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. staff on anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday every year. PREMIUM, £5. SALARY, *nil*; nurses, £22; sisters, £30. Laundry is provided. Uniform is partially provided. Each nurse has a separate bedroom, and all the probationers except the two juniors.

*Special Probationers* are received for 1 year's training on payment of a premium of £50 (£25 in advance and £25 at the expiration of the first 6 months).

**Norwich. — Norfolk and Norwich Staff of Hospital-Trained Nurses.** See page 266.

**Norwood Cottage Hospital,** Hermitage Road, Central Hill, Upper Norwood. Beds, 30. MATRON; 1 Staff Nurse; 4 Probationers. Applications average 50 yearly.

After personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 25 years of age, and must produce evidence as to character, education and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14;

nurses, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Nottingham.—Children's Hospital.** Beds, 37. LADY SUPERINTENDENT; 3 Sisters; 2 Staff Nurses; 9 Probationers. Vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Instruction on general nursing is given by the Lady Superintendent. Three examinations are held during the 2 years. RECREATION, 2 hours daily; half-day monthly; every 3 months a Saturday to Monday; 6 weeks' holiday yearly. SALARY, 1st year, £5; 2nd year, £10; nurses, £30; sisters, £38. Laundry and indoor uniform are provided, outdoor uniform is not. Nearly all the nurses have separate bedrooms, the rest cubicles.

*Special Probationers*, who must be between 21 and 30 years of age, are received for periods of 3 or 6 months on payment of 20 to 30 guineas in advance. They provide their own uniform.

**Nottingham Hospital for Women,** Castlegate. Beds, 20. MATRON; 8 Nurses; 4 Probationers.

After a personal interview and 3 months' trial, candidates are engaged for 2 years' training. Certificates are granted after 3 years' training and service. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 3 hours 3 times a week; half-day once a month; 3 weeks' holiday in a year. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £18. Laundry and indoor uniform are provided.

Nurses may be sent to private cases after 2 years' training, page 268.

**Nottingham.—Samaritan Hospital for Women,** Raleigh Street (in-patients), Broad Street (out-patients). Beds, 13. MATRON; 1 Head Nurse; 3 Probationers. Applications average 40, and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for a course of 2 years' training. Candidates should be between the age of 21 and 30, must produce satisfactory evidence as to character, education, health and physique, and are preferred without previous hospital experience. Practical instruction is given by the matron and head nurse in ward work, invalid cookery, the nursing of abdominal section

and women's diseases. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, £10; head nurses, £30 per annum. Laundry is provided, but uniform is not provided.

### **Nuneaton and District General Hospital.**

Beds, 27. LADY SUPERINTENDENT; 2 Nurses; 1 District Nurse; 5 Probationers.

After a personal interview (if possible) and 2 months' trial, applicants are received for 1 or 3 years' training. Candidates should be between 22 and 35 years of age. LECTURES are given. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 1 day monthly. PREMIUM, £10 for 1-year probationers; premium for 3-year probationers, *nil*. SALARY after 1st year. Laundry provided. Each nurse has a separate bedroom.

**Oldham Infirmary.** Beds, 86. MATRON; 2 Sisters; 3 Staff Nurses; 13 Probationers. Vacancies average 4 yearly. A new wing of 40 beds will be opened shortly, when the staff will be increased.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by one of the assistant surgeons upon anatomy, physiology, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £16; staff nurses, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

The infirmary has special advantages for surgical training, there being a large number of accident cases.

**\* Paulton, near Bristol.—Memorial Cottage Hospital.** Beds, 11. LADY SUPERINTENDENT; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be not less than 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the lady superintendent on physiology, anatomy and practical nursing. Examinations are held every 3 months. RECREATION, 2 hours daily; 4 hours on Sunday; fortnight's holiday in a year. PREMIUM, *nil* for 2 years' training; £20

for 1 year. SALARY, *nil*. Laundry provided. Uniform is not provided. Nurses have separate bedrooms.

**Penzance.—West Cornwall Infirmary.** Beds, 20. Cots, 2. MATRON; 3 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 28 years of age, and must produce evidence as to physique. LECTURES are given by the visiting physician upon physiology and anatomy, and by the matron upon general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, afternoon each week, 2 P.M. to 9.30 P.M. and 2 P.M. to 4 P.M.; alternate Sunday morning and afternoon; a fortnight's holiday at the end of 1st year, subsequent years, 3 weeks. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided. Each probationer has a separate bedroom.

**\* Peterborough Infirmary and Dispensary.** Beds, 64. MATRON; 2 Sisters; 2 Nurses; 5 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must produce evidence of character, education, health and physique. LECTURES are given by the house surgeon. PREMIUM, £10. Laundry and indoor uniform are provided.

**\* Poole. — Cornelia Hospital.** Beds, 26; Cots, 4. MATRON; 2 Staff Nurses; 2 Probationers.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1 year's training. Candidates must be over 21 years of age and must produce satisfactory evidence as to character, education, health and physique. Certificates are not granted. RECREATION, 2 hours daily; half-day fortnightly, 1 day monthly; probationers, 2 weeks' holiday yearly; nurses, 3 weeks. PREMIUM, *nil*. SALARY, *nil*; nurses, £25 to £30. Laundry and indoor uniform are provided, outdoor uniform is not. Each nurse and probationer has a separate bedroom.

**Redditch. — Smallwood Hospital.** Beds, 19. Cots, 4. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in the year. PREMIUM, *nil* for 2 years;



1 year, £15. SALARY, *nil*. Nurse, £25. Laundry and indoor and outdoor uniform provided. Each nurse has a separate bedroom, probationers have cubicles.

**Reigate and Redhill Cottage Hospital,** Redhill, Surrey. Beds, 31. LADY SUPERINTENDENT; 3 Staff Nurses; 3 Probationers. Applications average 20, and vacancies 1 yearly.

*Probationers.*—After a personal interview and 1 month's trial, applicants are received for 1 to 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, health, education and physique. Instruction is given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours on 1 day in the week; 4 hours each Sunday; half-day monthly. PREMIUM, *nil*. SALARY 1st year, *nil*; 2nd year, £12; 3rd year, £14. No remuneration is given for the trial months. Laundry and part indoor uniform provided.

*Nurses.*—Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, health and physique. The staff nurse must have received a full 3 years' training from a London general hospital. After a personal interview and 1 month's trial nurses are appointed by the lady superintendent. RECREATION, 2 hours daily; 1 long afternoon weekly; 1 day monthly; 2 weeks yearly. SALARY, staff nurses, £25. Laundry and part of indoor uniform are provided. The two day staff nurses have separate bedrooms.

**\* Reigate.—The Brabazon Home,** Reigate, Surrey. Beds, 16. LADY SUPERINTENDENT; 1 Probationer.

After a personal interview (when possible) and a month's trial, applicants are received for 2 years' training. Candidates should be over 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. Regular instruction is given from notes of Edinburgh lectures upon medicine and nursing, and a written testimonial is given after satisfactorily completing engagement. RECREATION.—Daily outdoor exercise when possible; 3 weeks' holiday in the summer. PREMIUM, *nil*. SALARY, after the 1st 6 months, £15 per annum. Laundry, caps, aprons and outdoor uniform are provided.

**Retford Cottage Hospital.** Beds, 12; 6 Cots. MATRON; 1 Staff Nurse; 1 District Nurse; and 3 Probationers.

After 1 month's trial, applicants are received for 3 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. LECTURES on elementary subjects are given by the matron. Certificates are granted upon satisfactorily completing

engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; nurses, £25. Laundry, indoor and outdoor uniform are provided.

**Rhyl.—Royal Alexandra Hospital.** Beds, 100. HON. LADY SUPERINTENDENT; 3 Charge Nurses; 10 Private Nurses; 5 Probationers.

After 1 month's trial, applicants are received for 3 years' training. Candidates must produce evidence of character, education, health and physique. LECTURES are given by one of the medical staff. Certificates are granted after 4 years' work. Opportunity for training in monthly nursing is given under trained midwife in the district. PREMIUM, £5. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £17; 4th year, £20, increasing yearly by £2 to £36 (bonus of 12½ per cent. on private cases). Laundry and in- and outdoor uniform are provided.

There is a private nursing branch attached to the hospital. See page 272.

\* **Richmond, Surrey.—The Royal Hospital.** Beds, 60. MATRON; 6 Staff Nurses; 3 Probationers. Applications average 40, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. LECTURES are given on nursing by one of the staff, and an examination is held at the end of the course. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday annually; nurses, 4 hours every alternate day; half-day every alternate week; 1 Sunday monthly; 3 weeks' holiday annually. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £18; 3rd year, £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each probationer has a separate bedroom.

**Rochdale Infirmary,** Lancs. Beds, 54. MATRON; 2 Sisters; 8 Probationers. Applications average 15, and vacancies 2 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 27 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the house surgeon on anatomy, physiology, medical and surgical nursing.

Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in the year; sisters,  $\frac{1}{2}$  day weekly in addition. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18. Sisters, £28 to £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom. When ill, nurses are treated in the infirmary.

\* **Rochdale.—Marland Fever Hospital.** Beds, 72. MATRON; 2 Charge Nurses; 3 Probationers. Applications average 12, and vacancies 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 25 years of age, and must produce evidence of character, education, health and physique. LECTURES are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours every day; 1 day monthly; 2 weeks' holiday every year; nurses, 3 weeks. SALARY, 1st year, £10; 2nd year, £18; charge nurses, £25 to £30. Laundry and indoor uniform are provided. Each nurse has a separate bedroom; probationers do not.

**Rotherham Hospital.** Beds, 72. MATRON; 3 Sisters; 13 Probationers; 3 or 4 vacancies yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary surgeon, house surgeon, and matron upon anatomy, physiology, nursing and cookery. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 4 hours once a week; 1 day monthly; 2 weeks' holiday in a year. Nurses and sisters, 3 weeks' holiday. PREMIUM, £10, £5 on signing agreement, and £5 6 months from that date. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £20; sisters, £30 to £35 per annum. No remuneration is given for the trial month. Laundry indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Rugby.—Hospital of St. Cross.** Beds, 44. MATRON; 3 Staff Nurses; 6 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health

and physique. LECTURES are given by the honorary medical staff and the matron upon anatomy, physiology and surgical and general nursing. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday every year. Nurses, 2 hours daily; 1 evening weekly; 1 day monthly; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £3; 2nd year, £10; 3rd year, £12. Nurses, £28 to £36. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Rugeley District Hospital.** Beds, 15, LADY SUPER-INTENDENT; 1 Trained Nurse for district work; 2 Probationers.

A personal interview is not indispensable, applicants being received for 3 months' trial. Candidates should be about 21 years of age, and must produce satisfactory evidence as to character and health. If suitable, the probationer is retained for a year or longer; she receives practical instruction from the matron, and is then generally recommended for training in a larger hospital; should she remain over a year, practice in district nursing is afforded her under the superintendence of the trained district nurse, and if competent she may be required to take holiday duty during the absence of the regular nurse. No certificate is granted; the matron does not profess to "train" probationers in any but a preliminary sense in so small a hospital. RECREATION, 2 hours every other day; half-day weekly; about 2 weeks' holiday in a year. The hospital stands in a large garden, and in addition to free time allowed, the probationer has many opportunities of being out of doors while on duty. PREMIUM, *nil*. SALARY, £10 per annum after 1st 6 months; district nurse, £30 per annum. Laundry is provided. When not engaged among the poor, the district nurse is employed in the wards.

**Ryde.—Royal Isle of Wight County Hospital.** Beds, 60. MATRON; ASSISTANT MATRON; 4 Sisters; 1 Night Superintendent; 1 Staff Nurse; 10 Probationers. Applications average 10 and vacancies 3 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron on physiology, anatomy and practical nursing and hygiene. Examinations are held in March. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £18; nurses, £25;



sisters, £28 to £32 per annum. Laundry and indoor uniform are provided. Each of the nurses and some of the probationers have separate bedrooms.

\* **Saffron Walden Hospital**, Saffron Walden, Essex. Beds, 37. MATRON; 2 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in a year. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £17. Laundry and indoor uniform are provided; outdoor uniform is not provided.

**St. Helen's Hospital**, Peasley Cross, St. Helen's, Lancs. Beds, 100; 2 Cots. MATRON; 3 Sisters; 3 Staff Nurses; 9 Probationers. Applications numerous; vacancies average 2 yearly.

After a personal interview (except when living at a distance) and 1 month's trial, applicants are received for 3 years' training. Candidates should be not less than 22 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting doctors and the matron on anatomy, physiology, medical and surgical nursing. Nurses also receive a course of instruction in sick cookery. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; Sunday morning or evening; 1 day monthly; 3 weeks' holiday yearly; sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20; nurses, £25; sisters, £30 to £35. Laundry and in- and out-door uniform are provided.

**St. Leonards. — Buchanan Hospital**, Springfield Road. Beds, 23 (3 private wards). MATRON; 2 Nurses; 3 Probationers.

After personal interview and 3 months' trial applicants are received for 3 years' training. Certificates granted on completing engagement. Salary given. Full uniform and laundry provided.

**St. Paul's Cray, Kent.—The Cottage Hospital**. Beds, 22. MATRON; 2 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 2 days' monthly; 3 weeks' holiday yearly; nurses, 1 month's holiday yearly. PREMIUM, £15.



SALARY, *nil* ; nurses, £25 to £30 per annum. Probationers pay for their own uniform ; laundry being provided for the nurses.

**\* Salford.—Ladywell Sanatorium (County Borough of Salford Infectious Diseases Hospital),** Eccles New Road. Beds, 264. LADY SUPERINTENDENT and MATRON ; 1 Night Superintendent ; minimum Nursing Staff, 40, including Superintendent Nurses, Assistant Nurses, and Probationers. Average yearly applications for Probationers' posts, 100 ; vacancies, 7.

After a personal interview with the lady superintendent, an applicant for the post of probationer may be engaged. She must be between 22 and 24 years of age, and be able to give the highest references as to good conduct, respectability, education, health and physique. Should the probationer remain for 3 years, and during that time have given complete satisfaction, she will receive a certificate. Probationers are trained in the details of nursing by the lady superintendent. Any further instructions are given by the medical superintendent. RECREATION, 1 whole day and half-day weekly ; 1 day monthly ; 1 month yearly. PREMIUM, *nil*. SALARY, rising from £14 1st year to £18 in the 3rd year, with board and laundry. Indoor uniform provided at end of 1st year. Outdoor uniform prohibited. Each nurse and probationer has a separate bedroom.

The Sanatorium is maintained by the Corporation for the treatment of cases of fever and diphtheria. (A small-pox hospital is in connection with the Hospital Department). Nurses are sent out to nurse private cases of infectious disease after not less than 3 years' training.

**Sevenoaks Hospital for Children with Hip Disease.** Beds, 36. HON. LADY SUPERINTENDENT ; 2 Staff Nurses ; 4 Lady Probationers.

After personal interview and 6 weeks' trial applicants are received for 1 year's training. Candidates should be between 20 and 25 years of age, which is preferred but not limited, and must produce satisfactory evidence of education and character. RECREATION, 2 hours every alternate day. Training is given to prepare candidates for a larger hospital. PREMIUM, £17. SALARY, *nil*. Candidates pay 10s. per week during trial and provide uniform and own laundry during training. Separate bedrooms are provided.

**Sheffield Children's Hospital,** Western Bank, Sheffield. Beds, 40. MATRON ; 9 Nurses ; 3 Probationers. Vacancies 3 yearly.

*Ordinary Probationers.*—After a personal interview and 1 month's trial

applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron upon physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. In addition to this probationers have 1 week's holiday at end of 1st 6 months. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £16; 3rd year, £18. If retained the salary is increased by £2 yearly up to £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided. After a year of service, satisfactory probationers are usually promoted. Separate bedrooms except 1 or 2 large rooms which accommodate 2.

*Lady Paying Probationers* are received for 1 year's training. PREMIUM, £15, paid quarterly in advance.

**Sherborne, Dorset.—Yeatman Hospital.** Beds, 24. MATRON; 2 Staff Nurses; 2 Probationers. Applications average 9, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 or 3 hours daily; 1 day monthly; 2 weeks' holiday yearly. Nurses have 3 weeks' holiday yearly. PREMIUM, £5. SALARY, 1st and 2nd year, *nil*; 3rd year, £16; nurses, £20 to £35. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom. Nurses are occasionally sent out to private cases.

**\* Shipley and Windhill Joint (Infectious) Hospital,** Stony Ridge, Bingley, Yorks. Beds, 21. MATRON; 1 Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for training in fever nursing. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, half-day weekly; and 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 6s. per week. Laundry and indoor uniform are provided.

**South Shields.—Ingham Infirmary.** Beds, 70. SISTER-IN-CHARGE; 3 Sisters; 3 Staff Nurses; 7 Probationers.

After a personal interview and 1 month's trial, applicants are accepted for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident surgical officer on anatomy, physiology, medicine and surgery. Examinations are held annually. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; 1 day monthly ; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10 ; 2nd year, £14 ; 3rd year, £18 ; sisters, £25 to £30. Laundry and indoor uniform are provided. Outdoor uniform and text-books are not provided. Nurses have separate bedrooms ; probationers have not.

**\* Southend-on-Sea.—The Sanatorium.** Beds, 50. MATRON ; 2 Charge Nurses ; 2 Assistant Nurses ; 3 Probationers. Applications average 30 and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training in the nursing of infectious diseases. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron. Certificates are granted by the medical officer of health upon satisfactorily completing engagement. RECREATION, 2½ hours daily ; half-day weekly ; 1 day monthly ; 2 weeks' holiday yearly ; nurses, 3 weeks' holiday. SALARY, 1st year, £12 ; 2nd year, £18 ; 3rd year, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**Southport Infirmary.** Beds, 65. MATRON ; 4 Sisters ; 12 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training, with a certificate on passing examinations and satisfactorily completing engagement. Candidates should be between 23 and 32 years of age, and must produce satisfactory evidence of age, health, character, physique and education. LECTURES are given by the medical officers and class instruction by the matron. RECREATION, 2 hours daily ; 1 day monthly ; 1st year, 2 weeks' holiday, thereafter, 3 weeks' holiday yearly. SALARY, 1st year, £8 ; 2nd year, £10 ; 3rd year, £14 ; sisters, £28 to £32. Laundry, indoor and outdoor uniform provided. All nurses and the senior probationers have separate bedrooms.

There is a Private Nursing Staff (page 275).

**Southsea.—South Coast Medical, Surgical and Convalescent Home,** 60 Clarendon Road. Beds, 14. MATRON ; 2 Assistant Nurses.

After a personal interview and 1 month's trial, applicants are received for no fixed time, and are instructed by the matron in general nursing, and should they show special aptitude are recommended for probationership elsewhere. Young women anxious to learn something of nursing and who are unable to enter a regular training school are employed. Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, fair education, health and physique. RECREATION, 2 weeks' holiday yearly. Laundry and indoor uniform are provided.

Many cases, not usually taken in convalescent homes, are received, and more opportunity is afforded for surgical nursing than in most convalescent homes.

### **Stafford.—Staffordshire General Infirmary.**

Beds, 75. MATRON; 3 Sisters; 11 Nurses.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 weeks' holiday yearly. Sisters, 4 weeks' holiday yearly. PREMIUM, £3 3s. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £16; sisters, £25 yearly. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Stockport Infirmary.** Beds, 85. MATRON; 5 Sisters; 2 Staff Nurses; 13 Probationers. There are 4 vacancies on an average yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must not be under 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron upon medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 or 3 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and part of indoor uniform are provided. Outdoor uniform is not provided.

A large number of accidents are admitted to the hospital.

**Stockport.—Isolation Hospital,** Dialstone Lane. Beds, 60. MATRON; 2 Charge Nurses; 2 Staff Nurses; 3 Probationers,

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the medical officer on fever and medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours every day; 1 day a month; 2 weeks' holiday yearly. Charge Nurses have 18 days' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16. Staff Nurses, £28; Charge Nurses, £35. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

**Stockton and Thornaby Hospital.** Beds, 60. MATRON; 4 Charge Nurses; 9 Probationers.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 or 3 years' training. Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 or 3 weeks' holiday yearly. Nurses, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year *nil*; 2nd year, £12; nurses, £28. Laundry and indoor uniform are provided.

**Stourbridge.—Corbett Hospital.** Beds, 25; Cots, 8. MATRON; 3 Staff Nurses; 3 Probationers.

After 1 month's trial, applicants are received for a course of 2 years' training. A third year's training is given by special arrangement. Candidates should not be under 22 years of age, and must produce satisfactory evidence as to character, education and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day on Sundays; whole day once a month; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and indoor uniform are provided.

**Stratford-on-Avon Hospital.** Beds, 32 (including 4 cots). MATRON; 3 Staff Nurses; 3 Probationers. Applications average 12, and vacancies 2 yearly.

*Probationers.*—After a personal interview (when possible) and 1 month's or 6 weeks' trial, applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. After completion of the year's training, candidates are recommended to a larger hospital



for fuller training. Instruction is given in medical, surgical and ophthalmic work. RECREATION, 2 hours daily; 6 hours every alternate Sunday;  $\frac{1}{2}$  day once a month; 2 weeks' holiday yearly. PREMIUM, £8 (£3 returned as salary). Laundry is partly provided. Uniform is provided. Special probationers accepted for 6 months' training. Premium, £12. Each nurse and probationer has a separate bedroom.

*Staff Nurses.*—Nurses must have received at least 2 years' previous general training before being put on the staff. SALARY, £22 10s. to £25. Uniform allowance. Laundry provided.

**Stroud General Hospital.** Beds, 35. MATRON; 1 Night Sister; 2 Day Sisters; 4 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the house surgeon and matron upon anatomy, physiology and nursing. Examinations are held and certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours weekly; Sundays alternately, 10 to 1 P.M., 2 P.M. to 10 P.M.; sisters, 1 day monthly; probationers, bi-monthly; 3 weeks' holiday in a year (sisters, 4 weeks). PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15; nurses, from £20; sisters, from £28. Laundry and indoor uniform are provided. Sisters separate bedrooms, probationers 2 in a room with division.

**Sunderland Nursing Institution.** See p. 278.

\* **Swansea Borough Hospital (Infectious Diseases).** Beds, 36. MATRON; 2 Nurses; 1 Probationer. One vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 12 months' training in fever nursing. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 3 hours every alternate day; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £18; 3rd year, £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**Swindon.—Victoria Hospital.** Beds, 26. MATRON; 1 Staff Nurse; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, health and physique. PREMIUM, *nil*. SALARY,

1st year, *nil*; 2nd year, £10. Laundry is provided. Uniform is provided.

\* **Tamworth Cottage Hospital.** Beds, 27. MATRON; 1 Nurse; 3 Probationers. Applications average 5 or 6, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 28 years of age, and must produce satisfactory evidence as to character and health. LECTURES are given by the medical officers. Certificates are granted upon satisfactorily completing engagement. PREMIUM, for 1 year's training, 10 guineas; whole course, *nil*. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £18. Laundry, indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom.

\* **Tetbury Cottage Hospital.** Beds, 9. SUPERINTENDENT; 1 Nurse; 1 Probationer. A vacancy occurs generally once a year, and is advertised.

After a month's trial, applicants are received for 1 year's training in such nursing as a cottage hospital affords opportunity for learning. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. A written certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours on three days and 1 hour on three other days of the week; 4 and 2 hours alternately on Sundays. PREMIUM for 6 months' training, £10; for a year, *nil*. SALARY, *nil*. Laundry is provided, but not uniform.

The district nurse resides in the hospital under the supervision of the matron, and is paid at the rate of £20 to £25 per annum, being also provided with board and washing, but not with uniform.

**Tiverton Infirmary.** Beds, 22. MATRON; 1 Sister; 3 Probationers.

After 6 months' trial, applicants are received for 3 years' training. They must not be less than 21 years of age, and must produce satisfactory evidence of character, health and education. LECTURES are given. Certificates are granted to those satisfactorily passing through engagement. RECREATION, 2 hours daily;  $\frac{1}{2}$  day once a fortnight; 1st year, 3 weeks; 2nd and 3rd years, 4 weeks' holiday in the year. SALARY, 1st year, £10; 2nd year, £13; 3rd year, £18; sister, £30. Laundry and indoor uniform are provided, outdoor uniform not worn.

**Torquay.—Torbay Hospital.** Beds, 60. MATRON; 3 Sisters; 11 Probationer Nurses.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer and matron upon elementary anatomy, physiology, general treatment of diseases, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in a year for probationers, and 1 month for sisters. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £12; 3rd year, £16; sisters, £35. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Truro.—Royal Cornwall Infirmary.** Beds, 56 (exclusive of isolation blocks). MATRON; 2 Sisters; 5 Probationers; 2 Special Probationers (county nurses) in training for year.

After a personal interview (when possible), and 1 or 2 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £9; 2nd year, £14; 3rd year, £15. Sisters, £30 per annum. Laundry, indoor and part outdoor uniform provided. Each nurse has a separate bedroom or cubicle.

**Tunbridge Wells Eye, Throat, and Ear Hospital,** Mount Sion. Beds, 15. MATRON; 1 Nurse; 3 Probationers, one of whom must have had previous experience. A vacancy occurs generally once a year, and is advertised in *The Hospital*. Applications average 40.

After a personal interview and 1 month's trial, applicants are received for 1 year's practical instruction in such nursing as a small special hospital affords opportunity for learning. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted at end of course showing instruction received. RECREATION, 2 hours daily; alternate Sundays; Senior probationer, 3 weeks; 2nd, 2 weeks; and 3rd, 1 week's holiday in the year (nurse, 3 weeks). PREMIUM, *nil*. SALARY, £8, £10, and £15, rising to £20. Laundry and uniform are provided. Cubicle sleeping accommodation.

**Tunbridge Wells General Hospital.** Beds, 70. MATRON; 1 Night Sister; 3 Day Sisters; 2 Staff Nurses; 13 Probationary Nurses.

After a personal interview and 1 month's trial, candidates are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, capacity, and a medical certificate of health. LECTURES are given by the house surgeon and matron on elementary anatomy, physiology and general nursing, and practical instruction by the ward sisters. Training is given in all branches of general hospital nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year; sisters, an extra half-day monthly and 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £12; sisters, £30 to £36. No remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Nurses are not sent out to private patients.

\* **Tunbridge Wells Homœopathic Hospital.** Beds, 9; Cots, 2. MATRON; 2 Probationers. Applications average 25, and vacancies 1 annually.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1 hour daily; on an average 1 day off duty monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**Ventnor.—Royal National Hospital for Consumption and Diseases of the Chest** (on the separate principle). Beds, 135. MATRON; 6 Charge Nurses; 1 Night Charge Nurse; 10 Probationers. Applications average 60, and vacancies 9 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Instruction is given by the charge nurses. Certificates are not granted, but if probationers' work is satisfactory, they are passed on to a general hospital for 3 years' training. RECREATION, nurses and probationers, 3½ hours on alternate

days; probationers, 2 weeks' holiday during the year; charge nurses, 4 weeks. In addition charge nurses have alternate Sunday evenings. PREMIUM, *nil*. SALARY, £10; charge nurses, £30. Remuneration is given for the trial months. Laundry and indoor uniform are provided.

The hospital is divided into 6 divisions, and each division has a charge nurse. The 6 charge nurses take night duty alternately, each nurse doing 2 months in each year, usually 1 month during the summer and 1 month during the winter. For this £2 in addition to the regular salary are given. Probationers are allowed 10s. per month extra when on night duty.

**\* Wakefield.—Clayton Hospital.** Beds, 60. MATRON; 1 Night Superintendent; 3 Sisters; 12 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeon upon nursing, anatomy, physiology and general diseases. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 16 days' holiday in a year for probationers; and 23 days' for sisters. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18; sisters, £25 rising to £35. Laundry and indoor uniform are provided.

**Wallasey Cottage Hospital.** Beds, 21. MATRON; 1 Staff Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day monthly. PREMIUM, *nil*. SALARY, £10. Nurses, £16 to £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse has a separate bedroom.

**Wallsend, Willington Quay Hospital,** Willington Quay. This is a hospital for infectious diseases with 36 Beds. MATRON; 1 Charge Nurse; 1 Staff Nurse; 3 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character,



education, health and physique. LECTURES are given by doctor and matron, massage is taught. Certificates are granted upon satisfactorily completing engagement. RECREATION, 4 hours on alternate days; half-day weekly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £16; 2nd year, £18; 3rd year, £20, with a yearly allowance of £3 for laundry and uniform. Each nurse and probationer has a separate bedroom.

**Walsall and District Hospital**, Walsall, Staffs. Beds, 72. MATRON; 1 Night Superintendent; 4 Charge Nurses; 13 Ordinary Probationers. Applications average 36, and vacancies 4 yearly.

Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 3 years' training. LECTURES are given by the house surgeon upon elementary anatomy, physiology, and general nursing and certificates are granted upon satisfactorily completing engagement and passing examination. Certificates are granted. RECREATION, 2 hours daily; 1 day monthly; probationers of 1 year's standing, 2 weeks'; of 2 and 3 years', and charge nurses 3 weeks' holiday in a year. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15; charge nurses, £24 to £28. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

*Paying Probationers* are received for 1 year's training. Ages between 20 and 30 years. PREMIUM, £20.

**Warminster, Wilts.—Cottage Hospital.** Beds, 16. MATRON; 1 Staff Nurse; 2 Probationers. Vacancies 1 yearly.

After personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; half-day weekly; 1 day monthly; 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

**Warrington Infirmary and Dispensary.** Beds, 40. MATRON; 1 Sister; 3 Nurses; 5 Probationers.

After a personal interview and 1 month's trial candidates are received for 3 years' training. They must be between 20 and 25 years of age and produce satisfactory evidence of character. LECTURES are given by the Senior House Surgeon. Certificates are given. RECREATION, proba-

tioners, 2 hours daily, half-day monthly, 2 weeks' holiday; nurses, 2 hours daily, half-day weekly, 1 day monthly, 2 weeks' holiday. SALARY, 1st year, £12, 2nd year, £15, 3rd year, £18; nurses from £25; sisters from £35. Laundry and indoor uniform are provided. Each nurse has a separate bedroom, but probationers have not.

**Watford District Hospital, Watford.** Beds, 30; Cots, 5. SISTER SUPERINTENDENT; 3 Staff Nurses; 3 Probationers. A vacancy for a probationer occurs about once in 2 years.

After a personal interview and 1 month's trial, an applicant is received for 2 or 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, fair education, health and physique. LECTURES are given upon nursing by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; afternoon and evening alternate Sundays;  $\frac{1}{2}$  day monthly; 2 weeks' holiday yearly. The nurse has 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £6; 3rd year, £10; nurses, £25 to £30. No remuneration is given for the trial month. Laundry and indoor uniform provided. The nurses and probationers have separate bedrooms.

**West Bromwich District Hospital.** Beds, 68. MATRON; 3 Day Sisters; 1 Night Sister; 11 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior house surgeon and matron upon anatomy, physiology, nursing and ward work. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 2 to 3 weeks' holiday in a year. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £18; charge nurses, £30. Laundry and indoor uniform are provided.

**Weston-super-Mare Hospital.** Beds, 37. MATRON; 1 Sister; 2 Staff Nurses; 4 Probationers. Vacancies average about 2 annually for probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education and health. LECTURES are given by the matron and house surgeon. Certificates are granted upon satisfactorily completing the 2 years' course and passing examination. RECREATION, 2 hours daily; 3 hours on Sunday; 1 day a month; 2 weeks' holiday yearly (nurses, 3 weeks; charge nurses, 4 weeks) Re-

creation for charge nurses, 2 hours daily; a day once a month for day nurses. PREMIUM, 10 guineas for 2 years' training. SALARY, *nil*; staff nurses, £25; sister, from £30 to £35. Laundry is provided, but not uniform. Each nurse has a separate bedroom, probationers do not.

Fever wards are attached to the hospital, special nurses being employed for them when in use.

### **Weymouth Royal Hospital and Dispensary.**

Beds, 17. MATRON; 2 Staff Nurses; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age. LECTURES are given during the winter. SALARY, 1st year, £6; 2nd year, £10; staff nurses, £25 per annum and uniform. Laundry and separate bedrooms are provided.

### **\* Windsor and Eton Royal Dispensary and Infirmary.**

Beds, 40. MATRON; 4 Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron upon anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 or 3 hours daily; 1 whole day monthly; 2 weeks' holiday in a year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18; charge nurses, £25 to £30. Laundry and indoor uniform are provided.

### **Wisbech, Cambridgeshire. — North Cambridgeshire Hospital.**

Beds, 24. MATRON; 1 Sister; 2 Staff Nurses; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided, and indoor uniform is provided for nurses.

**Wolverhampton Eye Infirmary.** Beds, 40. MATRON; 1 Sister; 3 Probationers. Applications average 10, and vacancies 1 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be between

20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique, gentlewomen only being received. LECTURES are given by the House Surgeon and Matron upon ophthalmic work and general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours (minimum) daily; 1 evening weekly; Sundays, 10 A.M. to 1 P.M., 2 P.M. to 10 P.M., or 4 P.M. to 6 P.M.; 1 day monthly; 2 weeks' holiday in a year. Sister 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 1st 6 months of 2nd year at the rate of £13; 2nd 6 months, £14 per annum. Sister, £30 per annum. Laundry and indoor uniform are provided. Each sister and probationer has a separate bedroom.

**Worthing Hospital.** Beds, 21; Cots, 8. MATRON; 2 Charge Nurses; 2 Probationers. Applications average 24, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day a month; charge nurses, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, *nil*. Nurses from £25. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**\* Wotton-under-Edge Cottage Hospital.** Beds, 10. MATRON; 1 Assistant Matron; 3 District Nurses; 1 Midwife; 2 Ordinary Probationers; 7 Paying Probationers; 6 Private Staff Nurses.

After 1 month's trial, applicants are received for not less than 6 months' training. Candidates must be not less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron upon medical and surgical nursing, and by the midwife upon monthly nursing and midwifery. Certificates are granted. PREMIUM, £12 12s. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £16. No remuneration is given for the trial month. Nurses are sent out to private cases.

**\* Wrexham Infirmary.** Beds, 39. MATRON and LADY SUPERINTENDENT OF NURSES; 2 Staff Nurses; 6 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the

visiting staff and house surgeon, and nursing instruction by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; half-day alternate Sundays; day or days when possible; 3 weeks in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18; nurses, £22 to £30 per annum. Laundry and indoor uniform are provided.

A Private Nursing Staff is attached, nurses being sent out to private patients after 3 years' training. Probationers are trained specially to fit them for private nursing. For particulars see page 282.

**Yarmouth General Hospital.** Beds, 60. MATRON; 2 Sisters; 9 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must produce satisfactory evidence as to character, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day every month; and a fortnight's holiday every year (sisters, 3 weeks). SALARY, 1st and 2nd years, *nil*; 3rd year, £10; sisters, £33. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

**Yeovil District Hospital, Somerset.** Beds, 20. MATRON; 1 Staff Nurse; 1 Private Nurse; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 year's training. Candidates must produce evidence as to character, education, health and physique. INSTRUCTION in the management and nursing of patients is given by the matron. RECREATION, 2 hours daily; 4 weeks' holiday yearly. PREMIUM, £5. SALARY, 1st year, *nil*; 2nd year, £5; 3rd year, £20; nurses, £32, rising £2 annually to £36. Laundry, indoor and outdoor uniform provided.



## SCOTLAND.

**Aberdeen.—Royal Hospital for Sick Children,** Castle Terrace, Aberdeen. Beds, 85. LADY SUPERINTENDENT; 2 Ward Sisters; 1 Night Superintendent; 7 Staff Nurses; 3 Private Nurses; 20 Probationers. Applications average 100 yearly.

After a personal interview and 6 months' trial, applicants, who must not have worked in any other hospital, are received for 3 years' training in medical, surgical and ophthalmic nursing. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff. Examinations are held after each course of lectures and at the end of the 3rd year. Certificates are granted upon passing examination. RECREATION,  $2\frac{1}{2}$  hours in the afternoon, or 3 hours in the evening on alternate days, if work permit; Sundays, 6 hours; a day off in the month; 3 to 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—Probationers for the 1st 6 months receive no pay, and must provide for their own washing. After the expiration of the 1st 6 months, they receive £14 per annum for the 1st and 2nd years, with laundry and in- and outdoor uniform. At the end of the 3rd year of training, probationers must pass an examination. Salary, 3rd year, £16. Maximum salary after 5 years' service, £28. Sisters, £40. Each nurse has a separate bedroom, probationers do not.

Nurses are supplied for private cases.

**Arbroath Infirmary.** Beds, 40. LADY SUPERINTENDENT; 1 Sister; 2 Night Nurses; 3 Probationers. Applications average 45, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 34 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1st and 2nd year probationers, 2 hours daily, half-day fortnightly; 3 weeks' holiday annually; 3rd year probationers, 2 hours daily,  $\frac{1}{2}$  and 1 day alternate fortnights, 1 month yearly. Sister, 2 and 3 hours alternate days;  $\frac{1}{2}$  and 1 day alternate fortnights; 1 month's holiday yearly. PREMIUM, *nil*. Laundry and indoor uniform are provided.

**Banff.—Chalmers' Hospital.** Beds, 80. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 31, vacancies 1 yearly.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a period of 3 years' training. Certificates are granted at the close of period of training to efficient nurses. RECREATION, 2 hours daily, besides 1 day or more off duty when work will permit; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Indoor uniform and laundry provided.

**Coatbridge, Coathill Fever Hospital.** Beds, 65; cots, 30. MATRON; 2 Staff Nurses; 6 Probationers. Applications average 30, and vacancies 4 yearly.

After personal interview (if possible) applicants are received for 2 months' trial, and if suitable are retained for 2 or 3 years' training. Candidates must be over 22 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the visiting physician upon anatomy, physiology, medical and fever nursing, and by the matron upon nursing and ward duties. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3½ hours alternate days; Sunday, 3½ to 6 hours as work will allow; 1 day monthly, 2 to 3 weeks yearly. SALARY, 1st year, £17; 2nd year, £20; 3rd year, £24, with laundry and indoor uniform. Each nurse and probationer has a separate bedroom. Probationers are paid for trial months, but must provide uniform for that time.

**Coldstream Cottage Hospital.** Beds, 15. MATRON; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character. Certificates are granted upon satisfactorily completing engagement. SALARY, 1st year, £12; 2nd year, £16. No remuneration is given for the trial month. Laundry and part uniform are provided.

**\* Dumbarton Cottage Hospital.** Beds, 15. MATRON; 2 Probationers. Applications average 3, and there is 1 vacancy yearly.

After a personal interview and 2 or 3 months' trial, applicants are received for 1 or 2 years' training. Candidates should be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. A reference is given on completing engagement. RECREATION, 1½ hours daily; 1 day monthly; 2 to 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

**Dundee Maternity Hospital** (under same management as Royal Infirmary, Dundee). Beds, 12. MATRON; Sister in Charge; 1 Staff Nurse; pupil probationers, 8. Average vacancies, 32 yearly.

After personal interview applicants are received for 3 to 6 months' training. Candidates must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the obstetric physician. Certificates are granted after passing examination. Examinations held every 3 or 6 months. Each nurse has a separate bedroom.

**Dunfermline Cottage Hospital.** Beds, 56. MATRON; 2 Sisters; 2 Nurses; 4 Probationers.

After a personal interview and 6 months' trial, applicants, who must not be under 20 years of age, are received for 2 years' training. They must produce evidence of character, education, health and physique. A course of 20 LECTURES on physiology and anatomy are given, and examinations are held yearly. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, after trial, £10; 2nd year, *do.*, £15; nurses from £25 per annum. Laundry and indoor uniform provided. Each nurse has a separate bedroom.

**Edinburgh.—Chalmers' Hospital,** Lauriston Place. Beds, 42. MATRON; 1 Assistant Matron; 4 Sisters; 2 Ordinary Probationers; 9 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron upon physiology, anatomy, medical and surgical nursing. Examinations are held at end of training. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. In addition sisters have half-day every 3rd week. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, *nil*; 3rd year, £16; staff nurses, £30. Laundry is provided. After 1st year indoor uniform is provided. Each sister has a separate bedroom, and 2 probationers share each room.

Probationers, after completion of their 1st year's training, must be prepared if required, to take service on the nursing staff of a fever hospital for a period of not less than 6 months during their 2nd and 3rd years.

**Edinburgh.—City Hospital for Infectious Diseases.** Beds, 600. MATRON; ASSISTANT MATRON; 1 Home Sister; 9 Sisters; 1 Night Superintendent; 10 Nurses; 96 Probationers. Applications average 180; the number of vacancies vary.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on physiology, hygiene, fever nursing, sick cooking and ambulance. Examinations are held after each course. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses and sisters 4 weeks' holiday respectively. PREMIUM, *nil*. SALARY, 1st year, £16; 2nd year, £19; 3rd year, £22; nurses, £22 to £26; sisters, £35 to £45. No remuneration is given for the first trial month, but is given for the other two. Laundry and indoor uniform are provided. Separate bedrooms.

**Edinburgh. — Deaconess' Hospital** (Lady Grisell Baillie Memorial), 142 The Pleasance. Beds, 28; Cots, 2. DEACONESS SUPERINTENDENT; 3 Staff Nurses; 6 Probationers; 2 District Nurses.

After a personal interview (when possible) and 1 month's trial, applicants are received for training as deaconess nurses (3 years exclusive of mission training). Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique, and must have had previous training in mission work. LECTURES.—Nurses attend lectures given at the Royal Infirmary, Edinburgh, and the hon. staff lecture upon physiology, monthly nursing, hygiene and bandaging. Examinations are held at the end of each course of lectures. RECREATION, 2 hours daily; half-day fortnightly; 4 weeks' holiday yearly. PREMIUM.—Previous mission training provided by residence of 1 year in Deaconess House, Edinburgh, £40 for board; 1st year in hospital free. SALARY, 2nd year, £18; 3rd year, £20; staff nurses, £25 to £35. Laundry provided. Uniform is provided for staff nurses only. Each nurse and probationer has a separate bedroom. A pension fund has been instituted.

**Edinburgh.—Royal Hospital for Sick Children.** Beds, 120. MATRON; ASSISTANT MATRON; NIGHT SUPERINTENDENT; 7 Sisters; 6 Nurses; 28 Probationers; 4 Paying Probationers. Applications average 400, and vacancies 8 or 10 yearly.

After a personal interview and 3 months' trial, applicants are received in the spring and autumn for 3 years' training. All probationers have to deposit £15 in the hands of the treasurer. This deposit is returned upon the satisfactory completion of their engagement. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given



by the visiting doctors and the matron upon hygiene, anatomy, physiology, medical and surgical nursing. Examinations are held twice a year about May and November. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; a whole day monthly; 3 weeks' holiday yearly; sisters and staff nurses, 1 and 3½ hours alternate days; 3 P.M. Saturday to Sunday, 9.30 P.M. fortnightly; staff nurses, 3 weeks' holiday yearly. Sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £16; nurses, £25; sisters, £30 to £35, rising £2 annually. No remuneration is given for the trial month. Laundry and uniform (unmade) are provided. Each nurse and all the 2nd year probationers have separate bedrooms.

*Paying Probationers* are taken for 6 months' training. FEE, £26 5s.

**Edinburgh Royal Maternity Hospital**, 79 Lauriston Place, Edinburgh. Beds, 40. MATRON; 1 Staff Nurse; 1 Night Nurse; 1 Assistant Nurse; 14 Probationers. There are vacancies for 14 Probationers every quarter.

Nurses are received into the hospital for a course of 3 months' training, commencing upon 1st February, 1st May, 1st August and 1st November. Applicants should be between 24 and 40 years of age, must apply in their own handwriting, and must produce satisfactory evidence as to character, education, health and physique. They must also state their age and previous training or occupation. On application they must lodge a deposit of £2, which is allowed off the fees, and which will be returned if the application is not entertained. Nurses whose names are entered for a particular date and do not appear upon the proper day will forfeit their deposit. The total amount of payments, including fees to the hospital, for board and lodging, and to the physicians for lectures is £13 13s. LECTURES are given upon midwifery and monthly nursing. Neither laundry nor uniform is provided. Nurses must keep their bedrooms clean and tidy. Washing dresses, caps, aprons, collars, cuffs, and soft shoes must be worn in the wards. Each nurse and probationer has a separate bedroom.

**Elgin.—Dr. Gray's Hospital.** Beds, 30. MATRON; 1 Sister; 3 Probationers.

After selection by the matron and 1 month's trial applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education and health. Instruction is given by the matron. SALARY, 1st year, £8; 2nd year, £12; sister, £30. Laundry and indoor uniform provided.



**Forfar Infirmary.** Beds, 44. LADY SUPERINTENDENT; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. Certificates are not granted. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15. Remuneration is given for the trial month. Laundry and indoor uniform are provided.

**Forres Leancoil Cottage Hospital.** Beds, 16, cots, 2. MATRON; 2 Probationer Nurses. One year's course.

No LECTURES are given. SALARY, £5 per annum. Separate bedroom accommodation. Laundry and material for indoor uniform provided.

**Glasgow Cancer Hospital,** Hill Street, Garnethill, Glasgow. Beds, 32. MATRON; 1 Sister; 6 Nurses; 3 Probationers; 1 or 2 District Nurses.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. LECTURES are given by one of the surgeons, classes are held by the matron. RECREATION, 16 hours weekly; half-day off duty every fortnight; sister, 1 whole day; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20; sisters, £30 to £35; district nurses, £26 to £32; nurses, £24 to £30. Laundry and indoor uniform are provided. Outdoor uniform is provided for the district nurses.

District nursing is carried on in connection with the hospital, nurses being sent out after training in the wards or other hospital.

**Glasgow.—City of Glasgow Fever and Small-pox Hospitals,** Belvidere, London Road. Beds, 700. MATRON; 3 Assistant Matrons; 30 Charge Nurses; 40 Staff Nurses; 65 Probationers.

After a personal interview and 1 month's trial applicants are engaged. Candidates should be between 22 and 30 years of age. The term of probation is 3 years, during which a probationer attends LECTURES on elementary physiology and anatomy given by the physicians, and is submitted to a written and *vivâ voce* examination. During the second and third winters she attends a course of lectures on Medical and Fever Nursing given by the physician-superintendent, and if she passes the examination which follows satisfactorily, she gets a Certificate of three years' training in the hospitals, and may become a staff nurse. The

nurses are graded in 3 classes—Charge Nurses, Staff Nurses, and Probationers. The wage of a probationer is £18 to £24, with 2 uniform suits per annum for ward use alone. Laundry is provided. RECREATION,  $2\frac{1}{2}$  hours daily;  $3\frac{1}{2}$  hours on Sunday; 1 day monthly, and occasional evenings. Promotion to charge nurse is made for ability and service by the matron.

**Glasgow Eye Infirmary**, 174 Berkeley Street and 80 Charlotte Street, Glasgow. Beds, 100. MATRON; 7 Nurses; 1 Probationer. Applications average 16 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be not less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given. RECREATION, 1 day monthly; nearly 3 weeks' holiday is given yearly. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £16, rising to £26. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses have separate bedrooms; probationers have not.

\* **Glasgow Maternity Hospital**, 37 North Portland Street. Beds, 34. MATRON; 5 Nurses; 16 Probationers.

After a personal interview, if distance will allow (any morning 10 to 12), applicants are received for 12 weeks' training (16 weeks if applicant has received no previous training in general nursing) in monthly nursing and midwifery. Candidates must produce satisfactory evidence as to character, medical certificate as to health, and 2 written references. If at the end of the 1st month a nurse is found unsuitable the engagement terminates, and £4 4s. of the fee is refunded. FEES.—(Including board, lodging, etc.), £13 13s. for 3 months or £15 for 4 months. £2 of this has to be paid on entering name and the remainder on day of entry. Neither laundry nor uniform are provided. Nurses leaving before the completion of their training forfeit the money they have paid.

**Glasgow.—Royal Hospital for Sick Children**, 45 Scott Street, Garnethill. Beds, 80. There is a country branch at Drumchapel containing 26 beds. LADY SUPERINTENDENT; Sister in charge of country branch; 5 Ward, 1 Night and 2 Dispensary Sisters; 7 Staff Nurses; 18 Probationers. Applications average 160, and vacancies 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff upon medical and surgical subjects. Examinations are held in March and

December. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION,  $2\frac{1}{2}$  hours daily; half-day monthly; 3 weeks' holiday yearly. Sisters, 4 weeks' holiday yearly. PREMIUM for pupils, £50 per annum. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd year, £20. Nurses, £20 to £24; sisters, £30 to £34. Laundry and indoor uniform are provided. All nurses and some of the probationers have separate bedrooms; the rest have cubicles.

**Glasgow.—Samaritan Hospital for Women,** Victoria Road. Beds, 30. MATRON; 9 Nurses.

Suitable applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age. Certificates are granted. RECREATION, 3 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £20. Indoor uniform is provided.

**Glasgow Sick Poor and Private Nursing Association.** See p. 286.

**Glasgow Training Home for Nurses.** See p. 287.

**\* Grantown.—Ian Charles Cottage Hospital.** Beds, 10. MATRON; 1 Probationer; 1 Assistant.

Particulars not received.

**Hawick Cottage Hospital.** Beds, 18. MATRON; 2 Probationers.

After a personal interview applicants are received for 3 years training. Candidates should be between 22 and 24 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours every other afternoon, and half a day once a fortnight; 2 weeks' holiday 1st year; 3 weeks 2nd and 3rd years. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Laundry and indoor uniform are provided.

**Huntly, Aberdeenshire.—Jubilee Cottage Hospital.** Beds, 34 (12 in new fever block). MATRON; 1 Fever Nurse; 2 Probationers. Applications average 4 to 6, and vacancies 2 yearly, 1 in October and 1 in February.

Candidates must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial applicants are received for a course of 1 year's training. LECTURES are given by the matron on anatomy and physiology, and certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly, whenever possible; 2 weeks' holiday in a year, longer if necessary as

sick leave. PREMIUM, *nil*. SALARY, probationers, *nil*; fever nurse, £25. Outdoor and indoor uniform provided. Laundry provided for probationers.

**\* Inverness.—The Northern Infirmary.** Beds—Inf., 60; Fever Wards, 40. MATRON; 4 Charge Nurses; 7 Probationers.

After selection by the matron and 1 month's trial, applicants are received for 3 years' training and are afterwards engaged either as staff or assistant nurses if required. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education and health. SALARY, 1st year, £10; 2nd year, £13 6s. 8d.; 3rd year, £16 13s. 4d. Laundry and uniform are provided.

**Johnstone and District Cottage Hospital** (Renfrewshire). Beds, 22. MATRON; 2 Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character and health. No LECTURES given. RECREATION, 2 hours daily; 1 day monthly. PREMIUM, *nil*. SALARY, £10; nurses, £25 to £30. Remuneration is given for trial month. Laundry and indoor uniform are provided. Outdoor uniform not provided. Nurses have separate, probationers share bedrooms.

**Keith (Banffshire).—Turner Memorial Hospital.** Beds, 24 (8 general, 16 infectious). MATRON; 1 Nurse; 2 Probationers.

**Leith Hospital**, Mill Lane, Leith. Beds, 103. LADY SUPERINTENDENT; 5 Staff Nurses; 28 Nurses.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 24 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the visiting staff upon physiology, medical and surgical nursing, and bandaging. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily, with a half-day every week; 1 day once a month. Probationers receive 3 weeks' holiday, and staff nurses 1 month in the year. SALARIES, 1st year, £10; 2nd year, £15; 3rd year, £20; assistant nurses, £25, rising to £30; staff nurses, £30, rising to £40. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

**Montrose.—Royal Infirmary and Dispensary.** Beds, 45, including 10 for fever patients. LADY SUPERINTENDENT; 1 Staff Nurse; 4 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officers. Certificates are granted after the completing the 2nd and 3rd year's training only. RECREATION, 2 hours daily; a few hours every Sunday; 2 or 3 weeks' holiday yearly. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £18. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

**Motherwell.—Burgh of Motherwell Fever Hospital.** Beds, 36. MATRON; 2 Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be at least 23 years of age, and must produce satisfactory evidence as to character, education, health and physique; they must also be re-vaccinated. RECREATION, 3 hours twice weekly; time for 1 church service on Sunday, morning and evening alternately; 1 day monthly. SALARY, £18. Laundry and uniform provided.

**Nairn Town and County Hospital.** Beds, 16 (including Fever Block). MATRON; 2 Probationers. Applications average 6, and vacancies 1 or 2 yearly.

After a personal interview and 1 month's trial, applicants are received for training. Candidates should be 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, £5. Laundry and uniform are provided.

A new hospital is in course of erection.

**Oban.—West Highland Cottage Hospital.** Beds, 15, Cots, 3. LADY SUPERINTENDENT; 1 Nurse; 2 Probationers.

**St. Andrews.—Memorial Cottage Hospital.** Beds, 20 including Cots. MATRON; 2 Probationers.

After 2 months' trial, applicants are received for 2 years' practical training. Candidates should be over 20 years of age, and must produce satisfactory evidence as to character, education and health. Certificates are not granted. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided.

**Stirling Royal Infirmary.** Beds, 32. MATRON; 1 Sister; 5 Probationers.



After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer upon surgery, medicine and nursing, and certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, sister and senior probationer, 2 hours daily; probationers,  $1\frac{1}{2}$  hours daily; part of Sundays; occasional day off; 3 weeks' holiday in a year. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £18; sister, £30. Laundry and indoor uniform are provided. Remuneration is given for the trial month if applicants are retained.

A special feature of the training in this infirmary is the teaching of dispensary work to nurses in their 3rd year.

*Paying Probationers* taken by special arrangement with matron.

**Stranraer.—Garrick Cottage Hospital.** Beds, 10. MATRON; 1 District Nurse; 1 Probationer. Applications average 3 or 4, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, health and physique. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, £10. Laundry is provided.

## IRELAND.

**Armagh County Infirmary.** Beds, 60. MATRON; 2 Nurses; 4 Probationers; 1 Private Staff Nurse. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeon. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £12; 3rd year, £14; rising to £20. Laundry and indoor uniform are provided.

**Ballymena Cottage Hospital,** County Antrim. Beds, 22. MATRON; 2 Probationers. Probationers receive a year's training.

**Belfast. — Forster Green Hospital for Consumption,** Fortbreda. Beds, 40. MATRON; 1 Sister; 3 Probationers.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron on physiology, anatomy and nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in the 1st year, 3 weeks in the 2nd. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14. Laundry, in- and out-door uniform are provided.

**Belfast Hospital for Sick Children,** Queen Street, Belfast. Beds, 57. MATRON; 3 Sisters; 2 Staff Nurses; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. LECTURES are given by the medical staff and matron. PREMIUM, £15. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and indoor uniform provided.

**Belfast Maternity Hospital,** Townsend Street. Beds, 22. MATRON; 7 Nurses; 1 Extern Nurse.

*Pupil Nurses.*—Candidates must be able to read and write well, and must be between 23 and 40 years of age. After 1 month's trial applicants are received for 6 months' training. LECTURES are given. FEE, £15 15s. Certificate given.

**Belfast. — Ulster Hospital for Children and Women,** Mount Pottinger. Beds, 30. LADY SUPERINTENDENT; 1 Sister; 1 Midwife; 6 Probationers.

After 1 month's trial, applicants are received for 1 year's training. Candidates should be between 18 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary physicians, surgeons, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION,  $2\frac{1}{2}$  hours daily; 5 hours on 1 day in the week; 1 day every month; 3 weeks' holiday yearly. PREMIUM, £15 paid quarterly in advance. SALARY, *nil*; 2nd year, £12; sisters, £28 per annum. Laundry and uniform (for sisters) are provided. Lady probationers must provide their own uniform for wear in the institution.

A general training is to be obtained in the nursing of diseases incident to childhood, and of those peculiar to women.

*Pupil Midwives* are prepared for L.O.S. examination. Period of training, 3 months. Fee, £10 10s.

\* **Carrick-on-Shannon. — County Leitrim Infirmary.** Beds, 38. MATRON; 3 Probationers. Vacancies average 3 yearly. Three probationers are received yearly from the City of Dublin Nursing Institution for 9 months' training. LECTURES are given by the assistant surgeon and matron. The probationers have separate bedrooms.

**Coleraine Cottage Hospital.** Beds, 11. Cots, 2. LADY SUPERINTENDENT; 1 District Nurse; 2 Probationers.

After a personal interview and 1 month's trial, a probationer is received for 1 year's training. Candidates should be not less than 18 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, *nil*. Laundry, in- and out-door uniform provided.

**Cork.—County and City of Cork Lying-in Hospital,** Western Road. Beds, 18. MATRON; 2 Private Nurses; 6 Probationers. Applications average 20 and vacancies 10 yearly.

After a personal interview (when possible) applicants are received for a 6 months' course in midwifery. Candidates must be not less than 22 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practice is afforded in the labour and convalescent wards. LECTURES are given by the medical staff, and examinations are held. A certificate is granted upon satisfactorily completing engagement. PREMIUM, £16 16s. SALARY, *nil*. Laundry is provided. Uniform is not provided. Nurses and probationers have cubicle sleeping accommodation.

Special terms are arranged for applicants who have had a previous hospital training.

Nurses are sent out to private cases.

Maternity work has been undertaken since 1903. Two nurses are sent to each case, one senior and one junior. The Institution has been recognised under the Central Midwives Board.

### **Cork Fever Hospital and House of Recovery.**

Beds, 100. MATRON; 1 Staff Nurse; 4 Probationers. Probationers with one year's medical and surgical training are taken from the South Charitable Inf., for 3 months' fever training.

### **Cork.—Miss Woodroffe's Nursing Institution.**

See p. 290.

### **Cork.—Victoria Hospital for Women and Children.** Beds, 75. LADY SUPERINTENDENT.

Ladies are received for 2 years' training after 2 months' trial. Certificates are granted upon satisfactorily completing engagement and passing examination. PREMIUM, £25 for 2 years' training.

There is a Private Nursing branch, for particulars of which see page 290.

### **Downpatrick.—County Down Infirmary.** Beds, 80. MATRON; 1 Sister; 2 Staff Nurses; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by medical staff upon anatomy and physiology. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 week's holiday in the year. Sister, 4 week-ends yearly in addition. PREMIUM, £5. SALARIES, 1st year, *nil*; 2nd year, £10; 3rd year, £14. Laundry and indoor uniform are provided.

### **Dublin.—Children's Hospital,** Temple Street. Beds, 90. SUPERINTENDENT SISTER; LADY SUPERINTENDENT OF NURSES; 5 Sisters; 2 Nurses; 17 Probationers.

After personal interview and 2 months' trial applicants are received for 2 years' training, in the special nursing of sick children, under the direction of the Sisters of Charity. Candidates must be over 19 and under 30 years of age. LECTURES are given by members of the medical staff and instruction by the lady superintendent. Lectures and classes are held twice every week from October till June, and supply as far as possible information necessary for nursing adults. Certificates are

granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours alternate days; about  $\frac{1}{2}$  hour intervening day; 1 day fortnightly. PREMIUM, £20. SALARY, *nil*. Probationers provide themselves with indoor uniform. Laundry provided. Nurses have separate bedrooms, probationers have not.

This institution is recognised by the Local Government Board, who has reduced the time they require a nurse trained here to spend in an approved adult hospital to 3 months.

**Dublin.—Coombe Lying-in Hospital and Guinness Dispensary.** Beds, 65. MATRON; 4 Staff Sisters; 1 Night Superintendent; 35 Intern and Extern Probationers. Applications average 150 and vacancies 70 each year.

After a personal interview, or a list of queries satisfactorily answered, applicants are received for 6 months' training; probationers having the option of being resident or non-resident. There is no fixed age for candidates, who must produce satisfactory evidence as to character, education, health and physique. The course includes LECTURES by the Master or his deputy and the Assistant Masters, and practical instruction in the management of both mother and infant, the probationer being constantly supervised by the Lady Superintendent and staff sisters. Opportunity is given of becoming acquainted with the details of gynaecological nursing as well as practical midwifery. Diplomas in both subjects are given if candidates pass satisfactory examinations. PREMIUM, intern probationers, £18 18s.; extern probationers, £6 6s. Registration fee, 10s. 6d. Probationers are required to wear the hospital uniform indoors, which the hospital does not provide. A nurse considered satisfactory will get a staff appointment if there is a vacancy. SALARY, sisters, £20 to £35, with laundry and indoor uniform.

There is a large out-patient midwifery and gynaecological practice, besides that afforded in the wards of the hospital.

\* **Dublin.—Drumcondra Hospital,** Whitworth Road. Beds, 35. LADY SUPERINTENDENT; 2 Nurses; 2 Probationers.

A probationer is received for 1 or 3 years' training, and arrangements have lately been made by which she is enabled to attend LECTURES given by medical men in connection with the Technical School. She undergoes an examination and receives a certificate if satisfactory. The hospital also grants a certificate for nursing upon the probationer satisfactorily completing her engagement. The training includes the nursing of general medical, fever and surgical cases, club foot, wry neck and other deformities. Persons appointed to the post of nurse



must produce evidence as to character, health and physique, and of having received at least 1 year's training in a recognised school of nursing. RECREATION, 2 half-days in a week; fortnight's holiday in a year.

**Dublin.—Fever Hospital and House of Recovery,** Cork Street. Beds, 280. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 1 Night Superintendent; 7 Day Sisters; 18 Assistant Nurses; 20 Probationers. Applications average 300, and vacancies 12 yearly.

After a personal interview and 2 months' trial, applicants are received for 4 years' training, with a certificate after passing examination and satisfactorily completing engagement. Candidates must be between 18 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff upon practical and theoretical nursing. The matron holds classes on practical nursing, and cookery lessons are given by a certificated cook. Surgical training is given in other hospitals. Examinations are held twice yearly. RECREATION, 3 hours daily; 1 evening weekly; alternate Sundays 10 A.M. to 1.30 P.M., or from 2.30 to 9.30 P.M.; whole day monthly; probationers, 2 weeks' holiday yearly; assistant nurses, 3 weeks; head nurses 30 days. PREMIUM, £10. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd and 4th years, £20; assistant nurses, £20; sisters, £25, rising to £30. Laundry and indoor uniform are provided. Probationers must agree to join the Royal National Pension Fund for Nurses, the hospital paying half the premiums.

There is a Convalescent Home at Beneavin with 32 beds.

Each nurse has a separate bedroom.

Nurses are sent out to private cases, and get 25 per cent. of their earnings in addition to salary. For particulars see page 291.

**Dublin.—National Children's Hospital,** 87 and 88 Harcourt Street. Beds, 45. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 1 Night Nurse; 4 Probationers.

See Red Cross Training School for Nurses, Dublin (page 292).

**Dublin.—National Lying-in Hospital.** Beds, 36. LADY SUPERINTENDENT; 2 Sisters; 1 Night Superintendent; 15 Private Nurses; 32 Pupils.

Pupils are received for 6 months' training as midwives, or for 3 months if they have received 3 years' training in an approved general hospital. Certificate is granted on passing examination at satisfactory

completion of training. Candidates must be over 22, and produce satisfactory evidence of character, education and health. FEES, £18 18s. Board and lodging in the hospital and laundry provided. Uniform not provided. Extern pupils are received for training, fees, £6 6s. for the course. SALARY, nurses, £15 to £20; sisters, £25 to £30.

**\*Dublin.—Orthopædic Hospital,** 25 Great Brunswick Street. Beds, 50. MATRON; 1 Sister; 2 Staff Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 18 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, hygiene and cookery. Examinations are held four times yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 18 hours weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, *nil*; 3rd year, £12. No remuneration is given for the trial month. Nurses when ill are attended by the physicians and nurses, free of charge. Laundry is provided. Uniform is not provided.

**Dublin.—Rotunda Lying-in Hospital.** Beds, 95. LADY SUPERINTENDENT; 3 Sisters; 3 Staff Nurses; 5 Private Nurses; 1 Night Superintendent; 1 Housekeeper; 1 Out-patient Nurse; 30 Pupil Midwives; 3 Probationers in gynæcological wards. Applications average 126 and vacancies 65 yearly.

*Pupil Midwives* are received for 6 months' training in the nursing of both mother and infant. Candidates must produce satisfactory evidence of moral character, and a medical certificate of health; they must not be under 22 years of age, and may be single, married or widows. Pupil midwives will be under the authority of the lady superintendent, and are liable to dismissal with forfeiture of fee in case of misconduct. Five weeks' night duty is compulsory. Applications must be made to the lady superintendent at the hospital, with whom a personal interview may be had any morning (Saturday excepted) from 10 to 11 o'clock. Certificated nurses with 3 years' training in an approved general hospital are received for 3 months' instruction. LECTURES are given by the Master of the hospital and the Assistant Masters; and pupil midwives attend the Masters' classes. Certificates are given after examination as to competency, by the Master and his assistants, and on performing the nursing work to the satisfaction of the Lady Superintendent. RECREATION, 3 hours daily; holidays not exceeding 14 days during 6 months are allowed if desired. Any nurse off duty from any cause for period exceeding 14 days will be obliged to study for an extra month before pre-

senting herself for examination. **PREMIUM**, 25 guineas (for board, lodging, laundry, practice and instruction), payable in two instalments. A registration fee of 10s. must be sent with the application. Pupils must provide themselves with bonnets, cloaks, washing dresses, caps and aprons of the hospital pattern. Cost, £5. Pupil midwives do not take any extern duty. Laundry is provided. Nurses have separate bedrooms and probationers cubicles.

*Gynæcological Wards.*—Fee, 10 guineas. Period of training, 6 months. Candidates for the gynæcological department must hold certificates either from the Rotunda Hospital or of general medical and surgical training.

There is a private staff in connection with the hospital. Nurses are sent out to private cases after 6 months' training. For particulars, see page 292.

**Dublin.—Royal Victoria Eye and Ear Hospital,** Adelaide Road. Beds, 82. **MATRON**; 2 Sisters; 2 Nurses; 5 Probationers.

After a personal interview and 1 month's trial, candidates receive 1 year's training. Candidates should be not less than 19 years of age. Certificates are granted for ophthalmic nursing at the end of 1 year's satisfactory training. **RECREATION**, 1 hour daily; 2 afternoons weekly; 5 to 6 hours Sunday. **PREMIUM**, *nil*. **SALARY**, £10 per annum, increasing £2 each year to a maximum of £20; sisters, £30. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

This is an amalgamation of St. Mark's Ophthalmic and Aural Hospital and the National Eye and Ear Infirmary.

**Dublin.—St. Patrick's Home.** See page 292.

**Dublin.—Sir Patrick Dun's Hospital.** Beds, 104 including separate wing with 20 beds for infectious diseases. **LADY SUPERINTENDENT**; 1 Night Superintendent; 5 Sisters; 27 Probationers.

*Probationers.*—After a personal interview and 3 months' trial, applicants are received for 4½ years' training and service. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, health and education. **LECTURES** and technical teaching are given, and a certificate is given at the satisfactory completion of the engagement. At the end of 3 years, probationers may be required to serve either in the hospital, or on the district or private nursing staff. **PREMIUM**, £25. **SALARY**, 1st and 2nd years, £10, increasing yearly. Indoor uniform provided after 1st year.

*Paying Probationers* are received for not less than 3 months, but receive no certificate for less than 3 years' continuous training. Candi-

dates must discharge the same duties and submit to the same regulations as the ordinary probationers. PREMIUM, £13 13s. a quarter for 18 months. After that period no further payment required. SALARY, *nil*. Uniform not provided.

\* **Galway Hospital.** Beds, 60. ACTING MATRON; 2 Nurses; 2 Probationers. Probationers must serve for 3 or 5 years. PREMIUM in the former case, £30; in the latter, £10.

No further information obtainable.

**Lifford.—Donegal County Infirmary.** Beds, 50. MATRON; 1 Staff Nurse; 5 Probationers.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be above 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; alternate Sundays, 10 to 2 P.M.; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £10; 3rd year, £14. No remuneration is given for the trial months. Laundry, in- and out-door uniform are provided.

Probationers are appointed by the committee.

**Limerick. — Barrington's Hospital.** Beds, 50. MATRON; 1 Staff Nurse; 6 Private Nurses; 7 Ordinary Probationers; 1 Paying Probationer. Applications average 25, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Examinations are held twice yearly. LECTURES given by the medical staff on anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; a day monthly, and a month's holiday in the year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15; nurses, £20 to £24. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

Nurses are sent out to private patients after 1 year's training, returning to hospital for longer or shorter periods.

**Londonderry.—County and County-Borough Infirmary.** Beds, 50. MATRON; 2 Staff Nurses; 6 Assistant Nurses and Probationers. Applications average 50, vacancies 2 yearly. Paying probationers are not received.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates should be between 21 and 30 years of age and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer upon anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £15; remuneration is given for the trial months; nurses, £18; staff nurses, £28 per annum. Laundry, in- and out-door uniform are provided. At present there is no private staff. Nurses receive promotion according to efficiency.

**Monkstown Hospital** (Co. Dublin). Beds, 25. MATRON; 2 Nurses; 1 Probationer. Applications average 25, and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactory completion of engagement. RECREATION, 14 hours weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £10; 3rd year, £12. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

There is a pension fund for nurses.

\* **Omagh. — Tyrone County Hospital.** Beds, 62. MATRON; ASSISTANT MATRON; 2 Night Superintendents; 7 Staff Nurses; 4 Private Nurses; 4 Probationers. Vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeon and matron, and examinations are occasionally held. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 to 5 hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £8; 3rd year, £12; nurses, £25. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses are sent out to private cases.





## NURSING INSTITUTIONS MANAGED BY A COMMITTEE.

NOTE.—Particulars have not been received from those institutions marked with an asterisk (\*).



## IV.—NURSING INSTITUTIONS MANAGED BY A COMMITTEE.

NOTE.—Particulars have not been received from those institutions marked with an asterisk (\*).

### LONDON.

#### **\* Affiliated Benefit Nursing Associations.**

Central Offices, 12 Buckingham Palace Road, S.W. HON. SECRETARY; SECRETARY.

The object of the Benefit Nursing Associations which were first instituted by Miss Broadwood at Ockley in 1883 is to provide nursing in country districts at a reduced rate. Benefit Nursing Associations can become affiliated with the Central Offices on paying an entrance fee of £1 1s. and an annual subscription of 3s. for each parish of their association. One hundred and nine associations have up to the present become affiliated. A yearly subscription is charged to those who wish to receive the benefits of an association as follows: Class I. (labourers), 2s.; Class II. (artisans, gentlemen's servants, etc.), 3s. Class III. (farmers and tradespeople), 5s.; Class IV. (gentry), 10s. A weekly fee of the same amount is charged when a nurse's services are required. Infectious cases, double fees.

*Probationers.*—"Cottage Nurses" have to be prepared to cook, to attend to the children, to keep the house in order, and to perform the usual household work and in consequence are principally drawn from the cottager class. Candidates must be between 23 and 45 years of age and must apply through a member of the Committee of one of the Associations to the Secretary at the Central Office. She must produce good testimonials as to character, and has to undergo 3, 4, or 6 months' training at the Maternity Charity, Plaistow, or some other Lying-in Hospital or Training Institution. An agreement to serve one of the Associations, after training, for 3 years (if trained for 3 months), 3½ (if trained for 4), or 4 years (if trained for 6 months) has to be entered into. SALARY, 1st year,

£16, rising £2 per annum to £30 with a bonus of £9 if a nurse serve for 3 years, £10 10s. if for 3½ years, and £12 if for 4 years. Lodging (when not in employment) and uniform are provided.

Trained pupils belonging to the Associations who already hold the St. John Ambulance "First Aid" and "Nursing" certificates may be examined for a certificate in "Cottage Nursing". They must have nursed not less than 50 cases in cottages or dwellings of the poor under the supervision and to the certified satisfaction of a registered medical practitioner.

**All Saints' Nurses' Home**, 3 Fitzroy Street, W. LADY SUPERINTENDENT; 35 Nurses. Only members of the Church of England are eligible. Candidates must be between 27 and 35 years of age, and are received after a personal interview and 1 month's trial. They must give satisfactory evidence as to character, education and health. They must hold a certificate of 3 years' training in a general hospital, and for maternity nurses a midwifery certificate is required. One month's notice is required from a nurse before leaving. RECREATION, 2 hours daily (if possible); 4 weeks' holiday in the year. FEES CHARGED.—Ordinary Cases, £2 2s. per week; Infectious and Mental, £2 12s. 6d. per week; Maternity, £10 to £15 per month, £2 2s. per week for extra weeks. SALARIES, £30 per annum, rising to £35. Nurses receive in addition a percentage on their earnings; 18 nurses out of the 35 receive their own fees, less commission and home fee. £5 per annum is allowed for uniform.

**Auxiliary Nurses Society**, 10 Orchard Street, W. HON. LADY SUPERINTENDENT; 40 to 50 Private Nurses. The Society was founded in January, 1901. Only nurses with 3 years' hospital training and who are registered members of the Royal British Nurses' Association, are employed. Nurses receive their earnings less 7½ per cent. FEES CHARGED, ordinary case, £2 2s.; infectious and mental, £2 12s. 6d.; massage, maternity and chronic cases by arrangement.

**Church Army Mission - Nurses**, 61 Bryanston Street, Marble Arch, W. Telegraphic address—"Battleaxe, London." HON. SUPERINTENDENT; 230 Mission Nurses.

Applicants, who should be between 25 and 30 years of age, are received for 3 months' free training in mission nursing, during 6 weeks of which time the morning hours are spent at one of the large London infirmaries, and the St. John Ambulance Association "First Aid" certificate has to be taken. The nurses are trained as "working" nurses, and also are instructed in evangelistic and rescue work. Nurses are



sent out at the invitation of parochial clergy; their stay in any one parish may not exceed 2 years. RECREATION, 1 day in seven; 2 weeks' holiday in the year. WAGES, 14s. a week, with furnished rooms.

**Colonial Nursing Association,** Imperial Institute, S.W. HON. SECRETARY. Applications average 300 to 400, and vacancies 30 to 40 yearly.

This Association was formed in July, 1896, to provide trained nurses for work in the Crown Colonies and among small English communities in foreign countries. Candidates must be between 25 and 35 years of age, and must hold a certificate of not less than 3 years' training at a general hospital, and certificates in monthly nursing and midwifery. Preference is given to those possessing the L.O.S. certificate. Applicants are engaged for not less than 2 and not more than 5 years. SALARY, £60 per annum (guaranteed by the Association); board and lodging provided by the Local Committee in each colony. Salaries will be paid from the date of the nurse's arrival in the colony, and cease on the date of her departure. Second-class passage out and home paid. The Association at the request of the Colonial Office also recommends candidates for Government service in the Crown Colonies either in Government Hospitals or otherwise as the exigencies of the situation require. These Government posts are paid from £56 to £150 per annum.

"Each nurse engaged undertakes to refund to the Colonial Nursing Association her passage money out, should she for reasons unapproved by the Local Committee break her engagement, or should the Local Committee find it necessary to terminate her engagement owing to serious misconduct on her part, and she will be required to find two persons who will guarantee such repayment."

**District Nursing Branch of the London Biblewomen and Nurses' Mission,** 2 Adelphi Terrace, Strand, W.C. HON. SUPERINTENDENT; 60 to 70 Nurses.

The institution was founded in 1857, by Mrs. Ranyard, for the purpose of supplying Biblewomen to some of the poorest neighbourhoods in London. In 1868, a nursing branch was formed to supplement the work. The nurses, whose duties are quite distinct from those of the Biblewomen, reside in their districts, and work closely with the local doctors, hospitals and dispensaries. They are placed under the care of nurse superintendents of training and experience, and are provided with a kit containing every nursing requisite. A certain number of applicants are accepted for training after a personal interview (Tuesday and Fridays, 10 to 4 P.M.) and 3 weeks' testing. Before entering hospital

the candidate is required to sign an agreement binding her to work for the Society for 3 years from the time when training is completed. They receive two years' general training in one of the London hospitals. To this is added a monthly nursing certificate obtained in a lying-in hospital, after which they are trained in the details of district nursing. After her training is completed the nurse takes up her residence in her appointed district under the direction of a superintending sister. Probationer candidates must be women of religious principle and good education. Nurses already trained are also accepted for district work, but are not required to bind themselves for any period unless they receive monthly nurse training at the Society's expense, in which case they are required to bind themselves for 1 year. They must be between 25 to 35 years of age. **SALARY.**—On completion of training, nurses receive from £50 to £65 per annum, with uniform. They provide their own board and lodging. The Society is affiliated to the Royal National Pension Fund for Nurses.

**East London Nursing Society**, 43 Rutland Street, New Road, Commercial Road, E. 3 MATRONS: *Central Division*, 43 Rutland Street, New Road, Commercial Road, E.; *Stepney Green Division*, 43 Stepney Green, E.; *Southern Division*, 198 Cable Street, St. George's-in-the-East. 28 Nurses and 2 Asst. Nurses.

This Society was formed to nurse the sick poor of East London in their own homes by means of trained nurses. It became affiliated to the Queen's Jubilee Institute in 1891. Thirty-three East End parishes are covered by this Society. Nurses must be fully trained in all branches of nursing and possess the certificate of a recognised training school. Before being definitely engaged they are taken for 1 month's trial. **SALARY**, 17s. to 18s. 6d. a week, with lodging and uniform and all necessary working appliances. If a nurse subscribes to any fund or insurance company approved of by the Committee, the Society adds £1 4s. yearly to her premiums. The Royal National Pension Fund is preferred and recommended.

**Fitzroy House Nurses' Co-operation and Home**, Fitzroy House, Fitzroy Square, W. Telegraphic address—"Antiseptic, London." **LADY SUPERINTENDENT.**

**FEES CHARGED.**—Ordinary cases, £2 2s. a week. **SALARY.**—Nurses receive their own fees less 7½ per cent. for working expenses.

**Fulham Midwifery Training School**, St. Mary's Nursing Home, Parson's Green. **MATRONS.** There are between 30 and 50 Probationers yearly.

Candidates should be between the ages of 21 and 45, and must produce satisfactory evidence of health and character. After a personal interview (if possible) applicants are received at the commencement of each quarter for from 3 to 6 months' training in midwifery and monthly nursing. Certificates are given. Fee, midwifery and monthly nursing including preparation for L.O.S. examination, £17 17s. for 3 months' training; £21 for 6 months. Monthly nursing £10 10s. for 8 weeks. Trained nurses are taken at a reduction of one guinea for monthly nursing, two guineas for monthly and midwifery. Nurses have cubicle sleeping accommodation. Laundry and uniform not provided.

The training given at this Institution is approved by Central Midwives Board.

### **Guy's Hospital Trained Nurses' Institution,**

14 St. Thomas Street, S.E. LADY SUPERINTENDENT; 108 Nurses. Telegraphic address—"Guy's Institution, London." Telephone—"882 Hop."

Candidates should be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (by appointment on any Tuesday or Friday morning between 10 A.M. and noon) and 3 months' trial, suitable applicants are required to enter into a  $4\frac{1}{2}$  years' engagement with the institution. During the 1st 3 years candidates are trained in medical and surgical nursing in the wards of Guy's Hospital, being for that period subject to the rules and regulations for probationers and to the authority of the hospital matron. After obtaining hospital certificates of 3 years' training (for conditions of gaining which see Guy's Hospital, pages 25 and 26), the nurses are required to enter the institution and serve as private nurses subject to the authority of the lady superintendent for a period of  $1\frac{1}{2}$  years, at the end of which time (the engagement being satisfactorily fulfilled) further certificates are granted. Any nurse who fails to complete her engagement will be required to pay the sum of £20 to the trustees of the institution as liquidation damages. A probationer whose work or conduct is unsatisfactory, or who fails to pass her examination, may cease to be a probationer at the discretion of the hospital matron, or may be required to serve for the whole or more than the 2nd year of her training at a salary of £8 per annum. RECREATION, —During the 3 years' training (see Guy's Hospital); afterwards by the rules under which the nurses are sent out  $1\frac{1}{2}$  hours for meals and 1 hour for out-door exercise daily; 1 month's holiday in a year. FEES CHARGED.—Ordinary medical or surgical cases, £2 2s.; mental, massage, and infectious, £2 2s. to £2 12s. 6d. per week; maternity cases, £10 10s.

per month. SALARIES. — Probationers, 1st year, £8 per annum (reckoned from after expiration of 6 weeks in preliminary training school); 2nd year, £12; 3rd year, £18; nurses, 4th year £25; 5th year £30; rising to £40 per annum. In addition to their salaries, nurses receive 10s. 6d. per week when engaged in nursing mental or maternity cases. The whole of the net earnings (with the exception of a small sum yearly reserved for emergencies) of the institution are devoted to the benefit of the nursing staff.

The institution is federated to the Royal National Pension Fund (for pensions and bonuses), paying £11 5s. where the nurse pays £7 10s., to enable its nurses to obtain pensions at the age of 50 years. At the end of each year the treasurer of Guy's Hospital takes such a sum as he deems desirable from the profits of the institution and applies it upon an equable sliding scale as the "Bonus Fund," from which all nurses in their 5th year of service receive duly proportioned benefit. No nurse is sent out to private cases until she has received the full term of 3 years' training in the hospital wards and has obtained a certificate to that effect. Midwifery training is provided by the institution for its nurses within the Lying-in Charity of Guy's Hospital. This charity is nursed from the institution, where a resident midwife is kept for training purposes. See also page 23.

**Hampstead General Hospital, The, Nursing Institute,** Parliament Hill, N.W. SISTER SUPERINTENDENT; 5 Nurses.

Candidates should be between 25 and 35 years of age, and satisfactory evidence must be produced as to character, education, health and physique. They must hold a certificate of not less than 3 years' training in a general hospital, and for maternity nurses a midwifery or monthly nursing certificate is required in addition. One month's notice of leaving is required. RECREATION.—By rules under which nurses are sent out, 1 hour daily; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £2 2s. per week; infectious, £3 3s. 1st week, and £2 2s. afterwards; mental, £3 3s. per week. Special arrangements as to massage. Maternity cases, £2 2s. per week. SALARIES, £30 per annum, with 5 per cent. commission on earnings after 1st year. Board, lodging and laundry when not at cases are provided in the home. Indoor and outdoor uniform is provided. For further particulars see page 101.

**\* Hospital for Sick Children, Private Nursing Staff,** Great Ormond Street, W.C. Telegraphic address—"Great, London." MATRON; SISTER-IN-CHARGE; 28 Nurses.

Nurses must have had 3 years' training in a general hospital. One month's notice given and required. FEES CHARGED.—Ordinary, £2 2s.; infectious, £2 12s. 6d. 3 weeks' holiday in year. SALARY, 1st year, £30; 2nd year, £30; 3rd and subsequent years, £35, with 10, 20 and 30 per cent. on earnings for 1st, 2nd and 3rd years respectively. Board, lodging, laundry and uniform provided. See also page 104.

**\* Institution for Nurses for Nervous and Mental Disorders**, 1 Culross Street, W. SUPERINTENDENT; 11 Nurses; 2 Probationers.

Candidates should be between 25 and 37 years of age, and must produce evidence of character, health and physique. "No one who squints, or wears spectacles, or is deaf is safe for training." Nurses are engaged for 3 years. SALARY, £20 a year for the first 3 years, rising £3 every 3 years to £29. TERMS.—Assistants, £1 1s. per week; nurses, quiet cases, £1 5s.; violent, £1 10s. A charge of 1s. per week for Super-annuation Fund is also made. Probationers are received for not less than 3 months' training. FEE, £2.

**\* Kensington District Nursing Association**, 1 Bedford Gardens, Kensington, W. (affiliated to the Q.V.J.I.N.). LADY SUPERINTENDENT; 6 District Nurses. Several applications are received each year, but vacancies seldom occur on the staff.

Candidates should be from 26 years of age, must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of at least 2 years' training from a general hospital. After a personal interview (when possible) and 1 month's trial, suitable applicants are required to agree to serve the association for at least 1 year. One month's notice is expected from a nurse before leaving. Nurses are on duty 8 hours daily; 1 month's holiday yearly. SALARY, for 1st 6 months from the date of entrance at the rate of £25 per annum; afterwards £30 for 1st year, £35 2nd year, and then by yearly increases of £2 to £40 per annum. In the case of trained nurses who have had 6 months' experience of district nursing previous to joining the association, salary commences at £30 a year. Board, lodging, 2s. 6d. a week for laundry, indoor and outdoor uniform are provided. Each nurse has a separate bedroom.

**London Homœopathic Hospital Nursing Institute**, Great Ormond Street, W.C. LADY SUPERINTENDENT; 30 Nurses. Telegraphic address—"Simillimum, London."



FEES CHARGED.—Ordinary, £2 2s.; infectious, £3 3s.; ovariectomy, £3 3s. per week. SALARIES, £27 to £35 per annum. Uniform provided. For further particulars see page 28.

**London Hospital Trained Nurses' Institution,**  
E. LADY SUPERINTENDENT; 168 Nurses.

A private nursing institution, under the management of the matron, is attached to The London Hospital. Only those nurses who have been trained at The London Hospital are eligible for service with the institution. FEES CHARGED.—Ordinary, £2 2s.; massage, £2 12s. 6d.; operation (1 day or part of a day), £1 1s.; maternity cases are seldom accepted, but when nurses are sent, £3 3s. per week. After 8 weeks' attendance the fee is increased by one-half if the same nurse is retained. SALARIES, £30, rising by £5 yearly to £45 per annum, with board, washing, uniform (in- and out-door). Liberal arrangements have been made by the committee with regard to pensions for nurses. When not engaged upon a case the nurses return to the hospital, and after sufficient rest are employed in the wards, thus retaining a thorough familiarity with the most modern developments of the nursing art.

See also p. 28.

**\* London School Nurses' Society.** HON. SECRETARY; Ivy Hall, Richmond, S.W.; 4 Nurses.

The society was formed in 1898 to supply visiting nurses to elementary schools, in order to try and stop the spread of contagious and infectious diseases. The nurses work from institutions, the society supplying the funds.

**Maternity Charity and District Nurses' Home,**  
Plaistow. For particulars see page 106.

**Metropolitan Hospital Private Nursing Staff,**  
Kingsland Road, N.E. LADY SUPERINTENDENT. Only nurses trained at the Metropolitan Hospital are employed. SALARIES, £28, rising annually. FEES CHARGED.—Ordinary and medical cases, £1 11s. 6d.; infectious and operative cases, £2 2s. per week. For further particulars see page 31.

**\* Metropolitan Nursing Association,** 23 Bloomsbury Square, W.C. (Affiliated to the Q.V.J.I.N. Central training school for Queen's Institute.) SUPERINTENDENT; 2 Staff Nurses; 10 Probationers.

This association has for its objects: (1) To nurse the sick poor at their own homes; (2) To maintain a training school for district nurses; (3) To raise the standard of nursing and the social position of nurses. After selection by the superintendent and 1 month's trial, applicants are

received for at least 2 years' training in hospital nursing and 6 months' training in district work. They must also enter into an agreement to continue in the work of district nursing for 1 year after the completion of training. SALARY, £25 per annum for 1st 6 months and 2s. 6d. per week for laundry; after training, £30 to £35 per annum. Federated to Royal National Pension Fund for Nurses.

**Middlesex Hospital Trained Nurses' Institute,**  
**The,** 17 Cleveland Street, W. Telegraphic address—"Skilful, London." SISTER-IN-CHARGE; 20 to 30 Nurses.

Only nurses trained at the Middlesex Hospital are employed in the institute, and they must have had at least 3 and usually 5 years' experience in the hospital before they are sent to private cases. The institute nurses are paid at the rate of £26 per annum with the addition of a percentage, as hereunder stated, of the sums received by the institute from the patients nursed by them, *viz.*: For the 1st year of service in the institute, 15 per cent.; for the 2nd year, 20 per cent.; for the 3rd and all subsequent years, 25 per cent. They are also provided with in- and outdoor uniform, and when at a case have an allowance of 2s. 6d. a week for laundry. In the intervals of their employment they are lodged and boarded at the Trained Nurses' Institute. The nurses are allowed 3 weeks' holiday for every completed year's service in the institute, such holiday being taken at times convenient to the Sister-in-Charge.

The institute is under the management of the Governors of the Middlesex Hospital (see page 31)

\* **Mildmay Nursing House** (1869), 9 and 10 Newington Green, N. Telegraphic address—"Nursing, London." RESIDENT SUPERINTENDENT; 55 Nurses; 6 Monthly Nurses; 2 Midwives.

After a personal interview, candidates between 25 and 38 years of age who have received three years' training in a general hospital are received for 3 months' trial. They must produce evidence of character, education, health and physique. SALARY, £30 to £34, with 2½ per cent. on earnings. Uniform, board and residence when not employed, and medical attendance, etc., when sick. The whole of the surplus revenue of the nursing branch is devoted to the benefit of the nursing staff. Federated to Royal National Pension Fund for Nurses. FEES CHARGED.—Ordinary, £1 11s. 6d. per week; infectious, mental and massage, £2 2s. a week; maternity, £8 8s. per month.

**“Nightingale Fund,”** St. Thomas’ Hospital, Palace Road, Lambeth, S.E. SUPERINTENDENT OF TRAINING SCHOOL; matron of St. Thomas’ Hospital.

*Ordinary Probationers.*—Candidates must be between 24 and 30 years of age, and are received for 4 years’ training. They serve for 1 year as probationers, and for the 2 following years as nurses in St. Thomas’ Hospital. During the fourth year they are required to enter into service as hospital or infirmary nurses in such situations as may from time to time be offered them by the Committee. Nurses are also trained at the St. Marylebone Infirmary (see page 38). During year of training the probationer receives the following allowances: clothing costing about £4 and payment quarterly, equal to £10 in the year. MINIMUM SALARY after year of training—£20 per annum. Each nurse has a separate bedroom.

*Special or Lady Probationers.*—Candidates must be between 24 and 33 years of age. No salary is paid, and, as a rule, a premium is charged. If received free of cost, service as above is obligatory, after completion of training for 3 years; with payment of £30; the obligatory service is for 2 years; with payment of £52 for 1 year. SALARY after training—Minimum for 1st year, £22; £24 2nd year; subsequently, according to nature of appointment.

This Fund, raised in 1857 by public subscription as a testimonial to Miss Nightingale, was applied by her to the training of nurses.

**\* North London Nursing Association for the Sick Poor,** 413 Holloway Road, N. LADY SUPERINTENDENT; 8 Nurses.

Candidates, who must have received at least 3 years’ hospital training, are received, after 1 month’s trial, on probation for 3 months. After probation period, nurses agree to serve for 2 years. SALARY, 1st year, £35 (dating from engagement as probationer nurse); 2nd year, £40; increasing by £5 a year to £50. Laundry and uniform provided. Nurses may be received on a yearly engagement at a fixed salary of £30.

**\* Nurses’ Co-operation,** 8 New Cavendish Street, W. Telegraphic address—“Aprons, London.” LADY SUPERINTENDENT; 500 Nurses; 20 Mental Nurses.

Candidates must be under 35 years of age, and must have 3 years’ experience of nursing, of which 2 must have been spent in a general hospital with a recognised training school. Those desirous of being employed as monthly nurses must in addition hold midwifery or monthly nursing certificates. After a personal interview with the lady superin-

tendent applicants are elected by the Committee. FEES CHARGED.—Ordinary cases, £2 2s.; infectious, £2 12s. 6d. to £3 3s.; mental, £2 12s. 6d. to £3 3s. per week; maternity, £8 8s. to £15 15s. per month; massage from 5s. 6d. per visit. Special operations and special medical cases, £2 12s. 6d.; Weiss Mitchell cases (full treatment), £3 3s. SALARY.—Nurses take the whole of their earnings less  $7\frac{1}{2}$  per cent. (those who joined between 1891 and 1895 inclusive, 5 per cent.) for working expenses. They are encouraged to join the Royal National Pension Fund.

The Nurses' Co-operation was founded in 1891, and incorporated in 1894; the success of the scheme has been exceptional and highly satisfactory.

**Nursing Sisters (Institution for),** 4 Devonshire Square, Bishopsgate, E.C. LADY SUPERINTENDENT.

The object of this association is the free training of nurses, who must sign an agreement to remain at work for 2 years after their training. Candidates must be between the ages of 23 and 35 (trained nurses between 25 and 35), and must produce satisfactory evidence of health and character. Three months' notice required. There are no maternity nurses. RECREATION, 2 hours daily. FEES CHARGED.—Ordinary cases, £1 1s. per week; infectious, £1 11s. 6d. Laundry and indoor and outdoor uniform are provided. There is a superannuation fund for disabled sisters.

**Paddington and Marylebone District Nursing Association** (affiliated to Q.V.J.I.N.), 4 Randolph Road, W. LADY SUPERINTENDENT; 6 District Nurses.

Candidates must have received at least 2 years' hospital training, and must come upon probation for 1 month. RECREATION, 2 hours daily; 4 weeks' holiday yearly. SALARY, £30, rising to £35 per annum. Board and lodging, 2s. for laundry, and uniform provided. Each nurse has a separate bedroom. One month's notice of leaving given and required.

**Queen Victoria's Jubilee Institute for Nurses.** Founded, 1887. 120 Victoria Street, S.W. Applications should be addressed to the General Superintendent. Telegraphic address—"Talented, London." Telephone No. 685, Victoria.

The primary object of the Institute is to train women for the purpose of nursing the sick poor in their own homes. Nurses thus trained and employed are known as "Queen's" nurses, and wear a special badge and brassard. This badge and brassard must be returned when the nurse



ceases to be employed in nursing the sick poor in their own homes under an association affiliated to the Institute.

The qualifications for a Queen's nurse are as follows: (a) training at some approved general hospital or infirmary for at least 2 years (it is, however, desirable that wherever possible Queen's nurses should hold a three years' certificate from some approved general hospital or infirmary); (b) approved training in district nursing for not less than 6 months, including the nursing of mothers and infants after childbirth. This period of district training may be shortened to 3 months in cases where the nurse is already a certified midwife under the Midwives' Act; (c) nurses to be employed in midwifery must in addition receive the training required by the Central Midwives' Board and be certified under the Midwives' Act, 1902. Nurses who, on completion of their hospital curriculum, wish to join the Institute, should write to the General Superintendent at the address given above.

Candidates with the approved hospital training when engaged, are received for 1 month on trial, this time being spent in district nursing. If suitable, a nurse then completes her 6 months' training in district nursing in accordance with condition (b). At the end of her month's trial, she enters into an agreement to serve as district nurse for the Institute for 1 year from the date of the completion of her district training. SALARY.—During 6 months' district training, £12 10s.; after appointment as Queen's nurse, the usual salaries range from £30 to £35 per annum, with board, lodging, laundry and uniform. A certificate is given on completion of the nurse's agreement to the Institute.

The following is a list of places in the United Kingdom where there are nursing associations affiliated to the Queen Victoria's Jubilee Institute for Nurses. Particulars of the Scotch and Irish branches will be found on pages 284 and 291. (The figures in brackets indicate the number of nurses stationed at each branch.)

## LONDON.

Aldgate, E. (2).	East London, E. (31).	Putney (1).
Battersea, S.W. (9).	Hackney (3).	Rotherhithe (2).
Bermondsey, S.E. (6).	Hammersmith, W. (8).	Shoreditch and Bethnal
Bloomsbury, W.C. (10).	Hampstead, N. (3).	Green (12).
Brixton (3).	Kensington, W. (9).	Silvertown, E. (3).
Camberwell, S.E. (6).	Kilburn, N.W. (2).	South Tottenham (1).
Central St. Pancras,	Newington, S.E. (6).	Westminster, S.W. (5).
N.W. (3).	Paddington, W. (7).	Woolwich (5).
Chelsea, S.W. (6).		



## ENGLAND.

Accrington (2).	Bridge (1).	Darlaston (2).
Addlestone (Surrey) (1).	Bridgwater (3).	Darlington (4).
Alcester (1).	Brigg (1).	Dartmouth (1).
Alderley Edge (Cheshire) (1).	Brighton (11).	Darwen (4).
Alfreton (Derbysh.) (1).	Buntingford (Herts) (1).	Deerness Valley (2).
Altofts (1).	Burgess Hill (1).	Didsbury (2).
Altrincham (Cheshire) (2).	Burnham (Bucks) (1).	Ditchingham (1).
Amersham (Bucks) (1).	Burnley (4).	Doncaster (2).
Appleby (1).	Burton Joyce (1).	Dover (1).
Ashbourne (1).	Bury (Lancs) (3).	Drighlington (1).
Ashby de la Zouch (1).	Buxton (2).	Droylsden (Lancs) (2).
Ashton in Makerfield (1).	Caistor (1).	Dunmow (Essex) (1).
Ashton-under-Lyne (3).	Carisbrooke (1).	East Finchley (1).
Aylesbury (Bucks) (1).	Carlisle (4).	East Dereham (1).
Bacup (2).	Carshalton (1).	Eastbourne (1).
Balderton (1).	Castor (Northants) (1).	Eccleshall (1).
Barnet (1).	Caton (1).	Edensor (Derby) (1).
Barnstaple (1).	Chard (Somerset) (1).	Egerton (1).
Barrow-in-Furness (3).	Charlton Kings (Glos) (1).	Egham (1).
Bath (4).	(1).	Ellel (Lancs) (1).
Bedford (3).	Chatham (3).	Elmton (1).
Bedworth (Warwick) (1).	Chertsey (1).	Eltham (1).
Belvedere (Kent) (1).	Chieveley (Berks) (1).	Eton (1).
Bideford (1).	Churcham (Glos) (1).	Exmouth (1).
Bilston (Staffs) (2).	Cirencester (1).	Failsworth (Lancs) (1).
Bingley (1).	Clare (Suffolk) (1).	Faringdon (Berks) (1).
Birkenhead (5).	Clay Cross (1).	Fletton (Northants) (1).
Birmingham (2 centres) (19).	Cleator Moor (Cumberland) (2).	Forest Row (1).
Bitteswell (1).	Cleckheaton (1).	Gainford (Durham) (1).
Blackburn (7).	Cockermouth (1).	Gainsborough (2).
Blofield (1).	Colchester (2).	Garston (Lancs) (1).
Bognor (1).	Consett (5).	Gateshead (6).
Bolsover (1).	Coventry (7).	Gillingham (3).
Bolton (9).	Crawley (1).	Gloucester (12).
Boxgrove (Sussex) (1).	Crook (Co. Durham) (3).	Gosport (2).
Bramley (Yorks) (2).	Crowborough (2).	Gotherington (Glos) (1).
Braughing (Herts) (1).	Croxley Green (1).	Grantham (2).
	Culford (1).	Great Harwood (1).
	Daresbury (Cheshire) (1).	Grimsby (5).
		Groombridge (1).

ENGLAND—*continued.*

Hadham (Herts) (1).	Lancaster (3).	New Brighton (1).
Hadleigh (Suffolk) (1).	Leamington (3).	New Malden and
Hampton (Midx) (1).	Leeds (3 centres, 22	Coombe (1).
Handsworth (2).	nurses).	New Mills (1).
Hanley (Staffs) (3).	Leigh-on-Sea (1).	Newark (Notts) (1).
Hartfield (1).	Leighton-Buzzard	Newmarket (2).
Harpenden (Herts) (1).	(Beds) (1).	Newton Heath (2).
Haslemere (1).	Lindfield (1).	North Finchley (1).
Haslingden (2).	Little Berkhamstead (2).	North Malvern (1).
Haydock (Lancs) (2).	Littlehampton (1).	Northampton (7).
Hayes (Middlesex) (1).	Liverpool (5 centres,	Norton (Yorks) (1).
Hazel Grove (Cheshire)	50 nurses).	Ongar (1).
(1).	Liversedge (Yorks) (1).	Ormskirk (1).
Headington (Oxon) (1).	Llantarnam (1).	Oundle (1).
Headley (1).	Longtown (Cumberland	Paignton (Devon) (1).
Hebden Bridge (2).	(1).	Panteg (1).
Helston (Cornwall) (1).	Looe (Cornwall) (1).	Pateley Bridge ( ).
Hertford (1).	Loughborough (2).	Penshurst (1).
Heywood (Lancs) (2).	Loughton (Essex) (1).	Penzance (2).
Highcliffe (Hants) (1).	Lowther (1).	Peterborough (2).
Hitchin (1).	Lytham (Lancs) (1).	Pleasley Vale (Notts) (1)
Horsforth (2).	Manchester (5 centres,	Pontypool (1).
Horwich (Lancs) (1).	55 nurses).	Portsmouth (9).
Hoylake (1).	March (1).	Potters Bar (1).
Hucknall Torquard (1).	Marple (Cheshire) (1).	Pudsey (1).
Huddersfield (6).	Marple Bridge (Derby-	Quedgeley (Glos) (1).
Hugglescote (Leicester)	shire) (1).	Radcliffe (Lancs) (2).
(1).	Maryport (Cumberland)	Radcliffe Colliery
Hull (9).	(1).	(Northumberland) (1).
Huntingdon (1).	Matlock (1).	Ramsbury (Wilts) (1).
Hunton (1).	Melbourne (Derby) (1).	Rawtenstall (Lancs) (2).
Ickham and Littlebourne	Millom (1).	Reading (5).
(1).	Minchinhampton (Glos)	Redcar (1).
Isleworth (2).	(1).	Redditch (Worces) (2).
Kenilworth (2).	Morley (Yorks) (2).	Richmond (2).
Kettering (3).	Mortlake (1).	Rickmansworth (1).
Kimpton (1).	Mottingham (1).	Rochdale (5).
King's Lynn (1).	Moulton (1).	Royston (Cambs) (1).
King's Walden (Herts)	Neston and Parkgate	Rushden (Northants)
(1).	(1).	(2).
Kingston (Surrey) (5).	Netheravon (Wilts) (1).	Ryde (4).

ENGLAND—*continued.*

Rye Borough (1).	Southwell (Notts) (1).	Uttoxeter (1).
St. Austell (Cornwall) (2).	Spalding (Lincs) (1).	Wargrave (1).
St. Helens (5).	Sparkhill (1).	Warrington (6).
St. Ives (Hunts) (1).	Stafford (1).	Warsop (1).
St. Mary Extra (Hants) (1).	Stamford (Lincs) (1).	Warwick (2).
St. Neots (Hunts) (1).	Stone (Kent) (1).	Waterfoot (1).
Sandwich (1).	Stonehouse (Glos) (1).	Watford (1).
Scunthorpe (1).	Street (Somerset) (1).	Westbury-on-Trym (Wilts) (1).
Seacombe (Cheshire) (1).	Strood (Kent) (2).	Weston (Somerset) (1).
Sheerness (2).	Sudbury (Suffolk) (1).	Weston-Super-Mare (1).
Sheffield (11).	Sunbury-on-Thames (1).	Wheathampstead (1).
Shelford (Cambs) (1).	Sunderland (9).	Whitehaven (2).
Shenfield (Essex) (1).	Surbiton (1).	Whittlesea (1).
Shifnal (Salop) (1).	Swanscombe (Kent) (1).	Whitwell (1).
Shildon (Durham) (1).	Swanwick (1).	Widnes (2).
Sholing (1).	Taunton (4).	Willenhall (2).
Shotley Bridge (Durham) (1).	Torpoint (Cornwall) (1).	Willington (2).
Shrewsbury (1).	Torquay (5).	Wilmslow (Cheshire) (2).
Silsden (1).	Totnes (1).	Winchester (1).
Skegby (Notts) (1).	Trumpington and Grantchester (1).	Windsor (6).
Sleaford (1).	Truro (1).	Winslow (Bucks) (1).
Snodland (Kent) (1).	Tunbridge Wells (4).	Withington (1).
Somercotes (1).	Turner's Hill (Sussex) (1).	Witley (1).
South Bedford (1).	Twickenham (1).	Wisbech (2).
South Wimbledon (1).	Ulverston (Lancs) (1).	Woolton (2).
Southampton (5).	Upholland (1).	Wormbridge (1).
Southborough (1).	Upton-on-Severn (Wor.) (1).	Worthing (2).
		Yaxley (1).
		Yeovil (1).

The following County Nursing Associations are affiliated to the Institute:

Cornwall.	Hampshire.	Nottinghamshire.
Cumberland.	Lincolnshire.	Somerset.
Derbyshire.	Northamptonshire.	Sussex.

## WALES.

Abergele (1).	Ammanford (1).	Bangor (4).
Aberystwith (2).	Angle (1).	Barmouth (1).
Amlwch (1).	Bala (1).	Barry (5).

WALES—*continued*.

Beaumaris (1).	Holyhead (1).	Pembroke Dock (3).
Bethesda (Carnarvon)	Kilgerran (1).	Penarth (1).
(2).	Llanberis (1).	Penmaenmawr (1).
Bodedern (1).	Llandilo (1).	Penrhyn Deudraeth (1).
Bridgend (1).	Llandoverly (1).	Pontyclun (1).
Broughton (1).	Llandudno (1).	Pontypridd (3).
Brymbo (Denbigh) (1).	Llanerchymedd (1).	Porth (1).
Cardiff and Llandaff (11).	Llanfaethlu (1).	Portmadoc (1).
Cardigan (1).	Llanfairfechan (1)	Pwllheli (2).
Carnarvon (2).	Llangefni (1).	Rhayader (1).
Cefn (1).	Llanidloes (1).	Ruthin (2).
Colwyn Bay (1)	Llanrwst (1).	St. Brides (Pem) (1).
Conway (1).	Machynlleth (1).	Swansea (3).
Corwen (1).	Menai Bridge (1).	Ton (2).
Cowbridge (1).	Merthyr Vale (1).	Towyn (1).
Denbigh (1).	Milford Haven (1).	Trealaw (2).
Dolgelly (1).	Montgomery (1).	Treorchy (2).
Esclusham (1).	Morrison (1).	Trevor (Denbigh) (1).
Festiniog (2).	Nantlle Vale (2).	Warren (Pem) (1).
Gowerton (1).	Neath (3).	Welshpool (1).
Halkyn (1).	Newtown (Mont) (1).	Williamston (1).
Harlech (1).	Oystermouth (1).	Ystalyfera (1).
Haverfordwest (1).		

## SCOTLAND.

Aberdeen (8).	Barrhead (1).	Carlisle (1).
Aberlour (1).	Beith (1).	Carnoustie (1).
Appin (Argyll) (1).	Bellshill (1).	Carriden (1).
Airdrie (2).	Berwick-on-Tweed (2).	Castle Douglas (1).
Alexandria (Dumbarton)	Blairgowrie (1).	Cathcart (1).
(2).	Blantyre (2).	Chryston (1).
Alyth and Meikle (1).	Bothwell (1).	Clydesdale (1).
Annan (1).	Bo'ness (1).	Colinton (1).
Anstruther (1).	Bowling (1).	Coltness (1).
Arbroath (1).	Brechin (1).	Connel (1).
Ardrishaig (Argyll) (1).	Buckie (1).	Cowdenbeath (1).
Armada (1).	Cambuslang (2).	Craignish (Argyll) (1).
Balerno (1).	Campbeltown (1).	Craik (1).
Ballantrae (1).	Campsie (1).	Crieff (1).
Banchory (1).	Cardenden (1).	Dalkeith (1).

SCOTLAND—*continued.*

Dalry (1).	Kilbirnie (1).	Oban (1).
Douglas (1).	Kilchrenan (1).	Paisley (8).
Duant (Argyll) (1).	Kilchoan (Argyll) (1).	Peebles (1).
Dumfries (2).	Kilfinichen (Argyll) (1).	Penicuik
Dunbar (1).	Killean (Argyll) (1).	Perth (2).
Dundee (8).	Kilmarnock (4).	Pollokshaws (1).
Dunoon (1).	Kilmartin (1).	Polmont (1).
Duntocher (1)	Kilmun (Argyll) (1).	Port Glasgow (2).
Dysart (1).	Kilwinning (1).	Prestonpans (1).
Easdale (Argyll) (1).	Kinneil (2).	Ratho (1).
East Wemyss (1).	Kirkcaldy (2).	Renfrew (1).
Edinburgh (24).	Kirkcudbright (1).	Renton (1).
Elgin (2).	Kirriemuir (1).	Rothcs (Elgin) (1).
Fair Isle (Shetland) (1).	Lanark (1).	Rothcsay (1).
Falkirk (1).	Langholm (1).	Rutherglen (1).
Forfar (1).	Larbert (1).	Sanquhar (1).
Forres (1).	Largs (1).	Selkirk (1).
Fort William (1).	Larkhall (2).	Shielbridge (1).
Forth (1).	Larswade (1).	Slateford (1).
Galashiels (1).	Leith (2).	S. Queensferry (1).
Galston (1).	Lerwick (1).	Spean Bridge (1).
Gilmerton (1).	Lesmahagow (1).	Stewarton (1).
Glasgow (29).	Leven (1).	Stirling (2).
Glencoe (Argyll) (1).	Loanhead (1).	Stonehaven (1).
Glencorse (1).	Lochbuie (1).	Stoneywood (1).
Glendarnel Argyll (1).	Loch Awe (1).	Stornoway (1).
Gourock (1).	Lochwinnoch (2).	Strachur (1).
Greenock (3).	Lossiemouth (1).	Strathaven (1).
Hamilton (3)	Mand (1)	Strathkinness (1).
Hawick (2).	Maybole (1).	Tarbert (Argyll) (1).
Innerleithen (1).	Milngavie (1).	Thornhill (1).
Inverary (1).	Montrose (2).	Thornliebank (1).
Inverness (2).	Motherwell (1).	Thurso (1).
Islay (2).	Musselburgh (1).	Tiree (1).
Jedburgh (1).	Nairn (1).	Tollcross (1).
Johnstone (2).	Newburgh (1).	Uddingston (1).
Keith (1).	Newton-Stewart (1).	Wick (2).
Kelty (1).	North Ronaldshay (1).	Wishaw (2).



## IRELAND.

Achil Island (1).	Cashel (1).	Killorglin (1).
Antrim (1).	Castlebellingham (1).	Limavady (1).
Ardee (1).	Castleknock (1).	Limerick (1).
Ardmore (1).	Charleville (1).	Londonderry (6).
Arklow (1).	Clarina (1).	Mallow (1).
Armagh (2).	Clonmel (1).	Milltown (1).
Aughrim (1).	Coleraine (1).	Mount Talbot (1).
Balladangen (1).	Cork (1).	Naas (1).
Ballina (1).	Crumlin (1).	New Ross (1).
Ballycastle (1).	Dalkey (1).	Newbridge (1).
Ballycroy (1).	Dartrey (1).	Newmarket-on-Fergus.
Ballymena (2).	Drogheda (2).	Newry (2).
Banbridge (1).	Dublin (2 centres, 20	Newtownards (1).
Bangor and Clandeboy (2).	nurses).	Omagh (1).
Blackrock (1).	Dundalk (1).	Oughterard (1).
Bray (1).	Dungannon (1).	Portadown (2).
Bruff (1).	Enniskillen (1).	Portmarnock (1).
Buncrana (1).	Galway (2).	Portrush (1).
Burriscarra (1).	Geesala (1).	Powerscourt (1).
Burtonport (1).	Gilford (1).	Rathfarnham (1).
Bushmills (1).	Glengarriff (1).	Roscommon (1).
Cahir (1).	Holywood (2).	St. Marnocks and Malahide (1).
Cappoquin (1).	Howth (1).	Sligo (1).
Carna (1).	Kenmare (1).	Strabane (1).
Carrick-on-Suir (1).	Kilcommon-Erris (1).	Swords & Donabate (1).
Carrickfergus (1).	Kilkenny (1).	Waterford (1).
	Killarney (1).	Whitehouse (1).

**St. Bartholomew's Hospital-Trained Nurses' Institution**, 13 West Smithfield, E.C. Telegraphic address—"Rahere, London." FEES CHARGED.—Ordinary cases, £2 2s.; massage, £2 12s. 6d.; ovariectomy, £3 3s. per week. Nurses are not supplied for small-pox, typhus or scarlet fever, or maternity cases. For further particulars see page 34.

**St. John's House**, 7 and 8 Norfolk Street, Strand, W.C. LADY SUPT., The Sister Superior of St. Peter's Community; about 100 Nurses. Telegraphic Address "Private Nurses, London." Telephone, 5099 Central.

The institution was founded in 1848 with the design of improving the qualifications and raising the character of nurses for the sick in hospitals, private families, and among the poor, by providing for them professional training, moral and religious discipline, under the care of sisters and a chaplain. Candidates should be between 24 and 35 years of age, must be members of the Church of England, and produce satisfactory evidence as to character, education, health and physique. They will be required to sign an agreement to serve the institution for 4 years. After a personal interview with the Sister Superior (which may be arranged between 10 A.M. and 12 noon), and 1 month's trial or longer, suitable applicants are received as probationers. They are sent to a general hospital for a course of 3 years' training. In the 4th year they may be employed in private nursing. Those desirous of being employed in maternity cases receive midwifery and monthly nursing training in addition to their general hospital instruction. Certificates are granted for each class of nursing after satisfactorily passing examination and completing engagement. RECREATION.—This varies according to a nurse's employment; 4 to 6 weeks' holiday in a year, longer leave being given when necessary. PREMIUM.—£30. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d.; massage, £3 3s.; special cases, £2 2s. to £3 3s. per week; maternity cases, £10 10s. to £15 15s. per month, and an engagement fee of £1 1s.; for a nurse's services during a day or part of a day 10s. 6d. is charged; massage for patients in London may be had at the rate of 7s. per hour or £1 10s. for 6 hours weekly. SALARIES, 1st year (training), *nil*; 2nd year, £18; 3rd year, £20; 4th year, £23 and 1s. per week when engaged in private nursing; afterwards, £24, rising to £30 per annum and 2s. per week when nursing private cases. Board, lodging, laundry and medical attendance are provided. In addition, indoor and outdoor uniforms are provided for the nurses who are required to wear it at all times. Probationers must bring with them 2 plain washing dresses of uniform material and pattern, white aprons (cotton or linen), boots without heels for wear in the wards. Neither ornaments nor fringes may be worn. Caps are provided.

The Council have established a Pension Fund for nurses. After 12 years' service at St. John's House, a nurse declared disabled from ill-health is entitled to a pension of £15 per annum. A nurse having reached the age of 50, and having served the institution for 20 years, is eligible for a pension of £20 per annum and £1 extra for each additional year's service up to a maximum pension of £26. Any nurse, having served the institution efficiently for 10 years, who may wish to retire, will receive a bonus of £10, and £3 for each additional year's

service, such bonus to be in lieu of pension. Nurses who have completed 4 years' service receive a cash bonus annually, one quarter of the surplus on the year's working being divided in equal shares, the remainder being placed to the pension fund. Many nurses also belong to the Royal National Pension Fund.

**St. John the Divine, the Community of the Nursing Sisters of**, 19 and 21 Drayton Gardens, South Kensington, S.W. Telegraphic address—"Divines, London." Telephone—"118 Kensington." SISTER SUPERIOR; 200 Nurses. FEES CHARGED, £2 2s. per week; monthly nursing, £10 10s. to £12 12s. the month; midwifery, £14 14s. to £16 16s.

The following institutions belong to the sisterhood: St. John's Hospital, Morden Hill, Lewisham, S.E.; Convalescent Home, Seagrave House, Littlehampton, and District Nursing Homes at Poplar and Deptford. Midwifery branches at Deptford and Poplar.

**Shoreditch and Bethnal Green (late Haggerston and Hoxton) District Nursing Association**, 80 Nichols Square, Hackney Road, N.E. (affiliated to the Q.V.J.I.N. Trains nurses for Queen's Institute). LADY SUPERINTENDENT; 4 Staff Nurses; 7 Queen's Probationers.

Candidates should not be under 24 years of age, and must produce satisfactory evidence as to character and health. They must also have received not less than 2 years' hospital training. RECREATION, 3 hours daily;  $1\frac{1}{2}$  days monthly, or as the superintendent can arrange it; 4 weeks' holiday in a year. SALARY.—Probationers, £25; staff nurses, £30 to £40 per annum. Board, lodging, laundry and uniform provided.

**Society of Chartered Nurses**, 24 Princes Street, Cavendish Square, W. Telegraphic address—"Relieving, London." Telephone—"5577 Gerrard." SECRETARY; 120 Nurses.

After a personal interview applicants are received for 6 months on trial. Candidates must have had at least 3 years' hospital training, and must be registered members of the Royal British Nurses' Association. Maternity nurses must hold in addition to general training, midwifery and monthly nursing certificates. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £3 3s.; massage, £3 3s. per week; maternity cases, from £10 10s. per month. Eight weeks' holiday yearly. SALARY, nurses receive their own earnings less  $7\frac{1}{2}$  per cent. deducted to defray working expenses.

**South London District Nursing Association,** Taybridge Road, Lavender Hill, S.W. (Affiliated to the Q.V.J.I.N.)  
LADY SUPERINTENDENT; 1 Senior Nurse; 7 Staff Nurses; 1 Queen's Probationer.

Queen's probationers are received for 6 months' training in district nursing. After a personal interview and 1 month's trial, applicants are appointed by the superintendent subject to the approval of the committee. 1 month's notice required from or given to a nurse before leaving the service of the Association. RECREATION, 3 to 4 hours daily; each nurse in turn half-day and Sunday; 4 weeks' holiday in a year; other times at superintendent's discretion. SALARIES from £28 to £50 per annum. Board, lodging, laundry and uniform are provided.

**Southwark, Newington, and Walworth District Nursing Association,** Benson Home, 37 West Square, Southwark, S.E. (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT; 3 Nurses; 2 Queen's District Probationers.

Candidates must comply with the regulations for probationer candidates of Queen Victoria Jubilee Nursing Institution (which see), and are employed subject to the usual conditions of the institute in respect to training, remuneration, etc. RECREATION, 48 hours occasionally; 1 month yearly. Uniform allowed.

**Up Country Nursing Association for Europeans in India.** HON. SECRETARY; Dalkeith House, Cambridge Park, Twickenham.

This association has been formed with the object of increasing the supply of trained nurses for Europeans in the interior of India. It engages nurses after personal interview and sends them out to local committees, paying travelling expenses and giving an outfit allowance of £20. Candidates must be more than 25 years of age, must give satisfactory evidence of health, character, and must have had at least 3 years' training in a general hospital, preference being given to nurses having a diploma of competence to practice as midwives or experience as maternity nurses. Nurses are engaged for 5 years, but the period may, on a nurse's application, be shortened by a local committee to 3 years, or extended for any period beyond 5 years. SALARY.—Rs.75 (equal to £5) a month, with board, lodging, washing, attendance, and medical attendance.

**Victoria Hospital for Children Private Nursing Staff.** Telegraphic address—"Infans, London." MATRON; 10 Nurses. Telephone, "159 Kensington".

In addition to the qualifications required for probationers at the Victoria Hospital, nurses on the permanent private staff must hold certificates of 3 years' training from a General or Children's hospital. RECREATION, 9 hours off duty daily are required by the rules under which nurses are sent out; 4 weeks' holiday in a year. SALARIES, £30 per annum, with the following percentage on their earnings, 1st year, 5 per cent.; 2nd year, 10 per cent.; 3rd year, 15 per cent.; and succeeding years, 20 per cent. For further particulars see page 119.

**\* Westminster Nursing Committee** (affiliated to Q.V.J.I.N.), 27 Bessboro' Gardens, S.W. LADY SUPERINTENDENT; 3 Nurses; 1 Probationer.

Candidates are elected by the Committee. Nurses are not required to work more than 8 hours a day, except under exceptional circumstances; 4 weeks' holiday yearly. SALARY, from £30 per annum. Uniform and an allowance for laundry are provided.

**Westminster Training School and Home for Nurses**, 27 Queen Anne's Gate, S.W. LADY SUPERINTENDENT. About 75 Nurses. Telegraphic Address—"Fabiola, London." Telephone No. "710 Westminster."

Nurses are received from the Westminster Hospital. They must hold a certificate of 3 years' training. RECREATION, 4 weeks in the year, and 1 day a month. SALARIES, £30 to £40 per annum. FEES CHARGED, Ordinary, £2 2s. per week; infectious, £2 12s. 6d; Massage, £3 3s. Outdoor and indoor uniforms are provided, and board and lodging when nurses are not at cases. There is a home at Eastbourne to which the nurses can go free of cost when unwell, or where they can take their holidays at a small cost. In addition to the above salaries nurses are given a percentage of their earnings, or they receive a pension of £20 at the end of 20 years' service.



## ENGLAND AND WALES.

**Altrincham Hospital Private Nursing Staff.**

LADY SUPERINTENDENT. FEES CHARGED.—Ordinary cases, £1 11s. 6d. per week; infectious cases, £2 2s., and travelling expenses (if any). SALARY, £30. Laundry and uniform provided. Separate bedrooms. For further particulars see page 122.

**Ashton-under-Lyne and Hurst District Nursing Association**, 28 Kenyon Street, Ashton-under-Lyne. (Affiliated to the Q.V.J.I.N.) SECRETARY; SUPERINTENDENT; 2 Nurses.

**Bangor "Queen's" Nurses' Home**, 7 Garfield Terrace, Garth Road, Bangor, N. Wales. (Affiliated to the Q.V.J.I.N. which see). SUPERINTENDENT; 3 Queen's Nurses.

**Bath.—Royal United Hospital Nursing Home.**

MATRON; 25 Nurses.

Candidates must hold a certificate of at least 3 years' training, be not less than 28 years of age and produce evidence of character, education, health and physique. FEES CHARGED.—Ordinary, £1 5s.; capital operations, infectious and mental, £2 2s. (in infectious cases 1 week in addition to the full time engaged is charged); maternity, £2 2s.; ordinary operation, £1 11s. 6d. per week. Washing, 2s. 6d. weekly. Sleeping in home 15s. per week extra. SALARY, £30, rising £2 10s. per annum to £40. In addition nurses are given at the end of 1st year 5 per cent. commission on their earnings; end of 2nd year  $7\frac{1}{2}$  per cent.; end of 3rd year 10 per cent. In- and out-door uniform is provided. At end of 1st month nurses are required to agree, should they leave before the expiration of 12 months, to refund the cost of uniform, and further that they will not start private nursing within 6 miles of Bath, until the expiration of 12 months from the date of leaving the institution. For further particulars see page 46.

**Bath.—Bath Trained Nurses' Home**, 44 and 45 Rivers Street, Bath. LADY SUPERINTENDENT; 30 Private Nurses; 6 District Nurses; 10 Probationers. Applications numerous, and vacancies 2 to 4 yearly.

*Nurses.*—After a personal interview (if possible) and 1 month's trial, applicants must enter into an agreement to remain with the institution for 1 year or pay a fine of £20. One month's notice given and required. Candidates must be between 25 and 35 years of age, and must have had

at least 2 years' training in a general hospital. Those desiring employment in maternity cases must hold both midwifery and monthly nursing certificates. RECREATION; 3 to 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £2 2s.; surgical, £1 11s. 6d. per week; maternity cases, from £7 7s. per month. SALARY, £30 to £35 first and second year, co-operation after. Board, lodging, laundry and uniform provided. Some nurses work on the co-operative system, taking the whole of their earnings and paying the institution 10 per cent. of the fees, £6 a year for residence in the Home, and 10s. 6d. for costs of advertising, etc.

*Probationers.*—Candidates for probationerships should be from 23 to 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are sent for 2 or 3 years' training either to the Kent and Canterbury Hospital, Canterbury; the Radcliffe Infirmary, Oxford; the Leicester Infirmary; or to the Brownlow Hill Infirmary, Liverpool, for training, and are subject for the time being to the rules of the particular school of nursing (which see). Probationers have to serve the institution for 2 years after the completion of their training. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, £10; 2nd year, £12; 3rd year, £20; 4th year, £24. Laundry and indoor and outdoor uniform are provided.

### **Bedfordshire Rural Nursing Association.**

SECRETARY, Lansdown House, Bedford; 16 District Nurses; 15 Midwives.

Candidates must be between 25 and 40 years of age, give satisfactory evidence as to character, education and health, and be willing to attend a 6 months' course of instruction at a nurses' training home or hospital. Applicants must be recommended by a medical man and nominated by the County Councillor or Alderman of the district. Maternity nurses must hold the L.O.S. or some recognised midwifery certificate. SALARIES, £30 to £40. Uniform provided. The association, by the assistance of the County Council, grants 4 nursing scholarships to suitable candidates, which gives free training at Plaistow for six months in district training and midwifery, after which they serve the association for 3 years at the usual salary.

**Bedfordshire Hospital-Trained Nurses' Institute** (Nursing Home for Paying Patients) (1889), 3 St. Peter's Street, Bedford. LADY SUPERINTENDENT; 25 Private Nurses.

A personal interview (if possible) and 1 month's trial are requisite. Candidates must be between 27 and 38 years of age, and must have

had 3 years' training in a general hospital. One month's notice given and required. RECREATION, 2 hours off duty daily are required under the rules under which nurses are sent out; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 11s. 6d.; infectious and mental, £2 2s.; maternity, £8 8s. per month. SALARY, £30 to £35 per annum, 5 per cent. on earnings, and £5 a year allowed for uniform. Board and lodging (when not at cases).

\* **Bicester Nursing Home** (Oxon.). SECRETARY and SUPERINTENDENT; 2 Nurses.

FEES CHARGED.—Ordinary, £1 1s.; infectious, £1 11s. 6d. a week. SALARY, £48 and £58 10s. There are 3 beds.

**Birmingham and Midland Counties Institution for Trained Nurses**, 12 The Crescent, Birmingham. Beds, 24. LADY SUPERINTENDENT, Miss M. D. W. Ewing; 71 Nurses; 14 Probationers.

Only nurses with 3 years' training are eligible. One month's notice must be given by a nurse desiring to leave the service of the institution, and she is entitled to receive 1 month's notice before dismissal, except in cases of grave misconduct. RECREATION according to requirements of patients, not less than 8 hours off duty being expected by the rules under which nurses are sent out; 3 weeks' holiday in a year, with many short intervals of rest. SALARY, £30 with percentages on earnings varying from  $7\frac{1}{2}$  to 15 per cent. Indoor and outdoor uniform is provided. A sum of £5 yearly for each nurse is paid by the Institution to the Royal National Pension Fund conditional on every nurse joining after 1903 paying a like sum to the Fund on her own account. FEES CHARGED.—Ordinary and infectious cases, £1 10s. per week, with £1 1s. additional for quarantine in infectious cases; operation cases, £2 2s. first week, £1 10s. afterwards; mental, dipsomania and small-pox, £2 2s.

**Birmingham and Midland Homœopathic Hospital Private Nursing Staff.** LADY SUPERINTENDENT.

FEES CHARGED for ordinary cases, £1 10s.; infectious cases, £2 2s.; massage cases, £1 15s. per week. SALARY, £20 to £30 per annum, together with board, lodging and laundry when not at cases. Indoor and outdoor uniform provided. Nurses are assisted to join the Royal National Pension Fund for Nurses, the hospital paying half their premium for a pension of £22 10s. and the whole of their sick-pay premium for 15s. a week. For further particulars see page 128.

**Birmingham District Nursing Society.** Secretary's office, 2 Bennett's Hill, Birmingham. (Affiliated to Q.V.J.I.N.)

The Homes are situated at 98 Newhall Street and 94 Moseley Road, Birmingham. LADY SUPERINTENDENTS; 17 Nurses.

Candidates should be between 26 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 1 year's training from a general hospital, preference being given to fully trained nurses holding 3 years' certificates. Midwifery or monthly nursing certificates are also desirable, but are not generally necessary. After a personal interview and 1 month's trial, suitable applicants are elected by the committee or lady superintendent. One month's notice given and required. RECREATION, 2½ hours daily; half-day weekly; an occasional day or week end; 3 weeks' holiday in a year. SALARY, according to qualifications, with board, lodging, laundry, indoor and outdoor uniform.

**Birmingham. — Nurses' Co-operation and Nursing Home,** 278 Monument Road, Edgbaston. Beds, 6. LADY SUPERINTENDENT; 30 Nurses.

Candidates must have had 3 years' training in a general hospital, and maternity nurses must hold a midwifery certificate in addition. SALARIES.—Nurses receive their fees, less 5 per cent. Patients are received in the home for nursing and treatment under any medical man. FEES from £2 2s. per week. Nurses sent out for daily visits.

**Birmingham. — Queen's Hospital External Nursing Department,** Bath Row. LADY SUPERINTENDENT; 18 Nurses.

FEES CHARGED.—Ordinary, infectious, surgical and mental cases, £2 2s. a week. SALARIES to nurses on permanent private nursing staff, £25 to £30 per annum, and 10 per cent. of the profits, with board, lodging, indoor and outdoor uniform. For further particulars see page 47.

**\* Blackburn and East Lancashire Infirmary Private Nursing Staff.** MATRON; 6 Nurses. RECREATION, 3 weeks, if possible, 4 weeks' holiday. SALARIES, £32 to £40. Three months' notice of leaving required. Laundry, indoor and outdoor uniform provided. For further particulars see page 48.

**Blackpool.—Victoria Hospital Private Nursing Staff.** For particulars see page 130.

**Bolton District Nursing Association,** 100 St. George's Road, Bolton-le-Moors. (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT; 10 Nurses.

There is no age limit. Candidates must produce satisfactory



evidence as to character, health and physique, and must hold certificates of at least 2 years' training from a general hospital. After 1 month's trial, applicants are elected by the Committee. RECREATION, from 2 to 4.45 and 8 to 10 daily; days "off" in turn; 4 weeks' holiday in a year. The nurses' services are gratuitous, the Association being supported by voluntary subscribers. SALARY, £25 to £35 per annum, together with board, lodging and uniform.

**Boston Hospital Private Nursing Staff.** See page 131.

**Bradford District Nursing Association,** 93 Houton Lane, Bradford. LADY SUPERINTENDENT; 9 District Nurses.

This association is worked through a special organisation—The Ladies' Guild for Nursing the Sick Poor. Candidates must have had at least 2 years' training in a general hospital. SALARY paid. Uniform provided. RECREATION, half day weekly; 3 weeks annually. No infectious cases visited.

**Bradford Incorporated Nurses' Institution,** 110 Manningham Lane, Bradford. LADY SUPERINTENDENT; 30 Private; 6 Monthly Nurses.

Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of not less than 3 years from a recognised Nurse Training School. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates in addition. One month's notice given and required. RECREATION according to requirements of patients. 3 weeks' holiday in a year, with occasional short leave of absence. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £1 11s. 6d. per week; maternity cases, £6 6s. per month. SALARY, £33, rising £2 yearly to £40 per annum, with a bonus of 5 per cent. on earnings.

**Bridlington.—Lloyd Cottage Hospital Private Nursing Staff.** MATRON; 1 Nurse. For particulars see page 133.

**Brighton.—Hove Hospital for Women Private Nursing Staff.** MATRON. For particulars see page 133.

**Brighton, Hove, and Preston Association for Nursing the Sick Poor,** 5 Marlborough Place, Brighton. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 10 Nurses; 4 Queen's Probationers.

After a personal interview (if possible) and 1 month's trial, nurses



who must have had 2 years' training (3 years' preferred) in a general hospital, are received for 6 months' training in district nursing. They must be between 25 and 35 years of age, and must produce satisfactory evidence of character, health and education. SALARY, nurses, £30 to £40 per annum. Laundry and indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom or cubicle.

*Probationers.*—One probationer in three years is received for training in the Sussex County Hospital. She must be between 23 and 35 years of age. The candidate has to serve the institution for 2 years after her training.

**Brighton.—Sussex County Hospital Private Nursing Institution.** MATRON; HOME SISTER; 30 Nurses.

Candidates, who must be between the ages of 25 and 35 years, are received after a personal interview and 1 month's trial. They must produce satisfactory evidence as to character and health, and must have had 3 years' training in a general hospital. Maternity nurses must hold a midwifery certificate in addition. One month's notice of leaving is required. FEES CHARGED.—Medical, surgical, mental and infectious cases, £2 2s.; massage, £2 12s. 6d. per week; maternity, £8 8s. per month. RECREATION, 8 hours out of the 24; 4 weeks' holiday in the year. SALARIES, £40 per annum, rising to £50 after 4 years' service. Bonus up to £15. For further particulars see page 51.

**Bristol District Nurses' Society,** 6 Berkeley Square, Clifton, Bristol. LADY SUPERINTENDENT; 19 District Nurses; 1 Daily Visiting Nurse.

Candidates should be between 24 and 34 years of age, and must produce satisfactory evidence as to character, health and physique. District nurses must hold certificates of not less than 1 year's training in a general hospital. District nurses are employed entirely among the sick poor; the daily visiting nurse, in return for a small fee, visits better-class patients for a short time each day. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in a year. SALARIES paid to district nurses, £25, and in- and outdoor uniform and laundry; daily visiting nurse, £28, indoor and outdoor uniform and laundry. District nurses living in rooms in outlying districts receive a salary of £1 1s. per week, together with in and outdoor uniform.

**Bristol General Hospital Private Nursing Institution.** MATRON; 35 Nurses.

FEES CHARGED.—Ordinary cases, £1 6s. per week; surgical, mental and infectious cases, £1 11s. 6d. a week; maternity cases, £7 7s. a month. SALARY, £26 to £30. For further particulars see page 52.

**\* Bristol Nurses' Institution and Nursing Home,** 3 and 4 Chesterfield Place, Clifton, Bristol. Telegraphic address—"Nurses, Bristol." LADY SUPERINTENDENT; 40 Nurses. The Home was reorganised in April, 1899.

Candidates must have had 3 years' training and produce satisfactory evidence as to character, education, health and physique. One month's notice must be given on either side. RECREATION, 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 6s.; fever and operation cases, £1 11s. 6d.; smallpox and typhus cases and mental, £2 2s. per week; maternity cases, £7 7s. per month. SALARIES.—From £30 to £35 per annum, and 10 per cent. of earnings after each 40 weeks of work. Outdoor uniform provided. A limited number of nurses are taken on the corporation system, fees £2 2s. per week.

PRIVATE NURSING HOME TERMS.—Medical and surgical cases from £2 2s. to £6 6s. a week. Special nurse, if required, 6s. 6d. day or night, £1 16s. a week. Laundry extra. Accounts extra. Patients are attended by any medical man they may choose at their own expense.

**Bristol Royal Hospital for Sick Children and Women Private Nursing Staff.** See page 135.

**Bristol Royal Infirmary Private Nursing Staff.** MATRON.

FEES CHARGED.—Ordinary medical or surgical cases, £1 11s. 6d. a week, or 5s. per day; special operation cases and typhoid and infectious cases, £2 2s. per week; obstetric cases, £7 7s. per month; massage, 5s. per visit. For further particulars see page 52.

**Burnley.—Victoria Hospital Private Nursing Staff.** LADY SUPERINTENDENT; 4 to 6 Nurses.

FEES CHARGED.—Medical and surgical cases, £1 5s.; infectious, £1 11s. 6d.; small-pox and mental diseases, £2 2s. per week. For further particulars see page 136.

**Burton-on-Trent Nursing Institution,** 59 Union Street. LADY SUPERINTENDENT; 5 Day District Nurses; 3 Night Nurses; 22 Private Nurses; 12 Probationers.

Probationers are sent to various hospitals, in particular to the Halifax Royal Infirmary, for not less than 3 years' training before being allowed to undertake private cases. A personal interview and 1 month's trial are necessary, and an entrance fee of £1 is charged. Applicants must be between 23 and 30 years of age, and must produce satisfactory

evidence as to character, education, health and physique. They are required to enter into an agreement to serve the institution for a period of not less than 2 years after the completion of their hospital training. Whilst in training they are subject to the rules and regulations of the hospitals in which they work; 2 weeks' holiday yearly during training; 3 weeks afterwards. **SALARY**, 1st year, £6; 2nd year, £10; 3rd year, £12; 4th year, £24; 5th year, £25 and bonus; 6th year, £32, rising thereafter to £40. After 1 year's service nurses are eligible for bonuses. Indoor uniform and laundry provided during training; in- and outdoor uniform is provided afterwards. When not employed upon a case the nurse is provided with a home in the institution, medical attendance and laundry. **FEES CHARGED** for private nurses.—Ordinary cases, £1 1s. to £1 5s.; infectious and mental, £1 11s. 6d. to £2 2s.; mental, £2 2s. per week; maternity, £6 6s. the month.

**Cambridge Home for Nurses**, 13 Fitzwilliam Street, Cambridge. Telegraphic address—"Trained, Cambridge." **LADY SUPERINTENDENT**; 30 Nurses.

Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, health and physique. Each applicant must hold a certificate of not less than 3 years' training from a general hospital, and in the case of maternity nurses a midwifery or monthly nursing certificate from a lying-in hospital or the L.O.S. diploma. Candidates are appointed by the lady superintendent. The **RECREATION** of nurses depends upon the requirements of their patient; it is requested that at least 7 hours' consecutive rest and 1 hour for outdoor exercise be allowed daily; 1 month's holiday in a year. **FEES CHARGED**.—Ordinary medical and surgical cases, £2 2s.; scarlet fever and diphtheria, £2 11s. 6d.; mental, £2 2s. to £2 12s. 6d. a week; maternity, £8 8s. the month. **SALARY** paid to nurses, £32 per annum and percentage on earnings. £5 a year is allowed for uniform and bonuses are given. Laundry, board and lodging when not at cases are provided.

**Canterbury.—Kent and Canterbury Institute for Trained Nurses**, 62 Burgate Street. **LADY SUPERINTENDENT**; 32 Private Nurses; 3 District Nurses; 9 Monthly Nurses; 13 Probationers.

**Nurses**.—Candidates for the post of nurse should not be less than 22 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years' training from a recognised School of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates.

Three months' notice given and received. **RECREATION.**—Not *less* than 7 hours' consecutive rest and 1 or 2 hours' outdoor exercise daily are required by the rules under which the nurses are sent out; 3 weeks' holiday in a year. **FEES CHARGED.**—Ordinary cases, £1 5s. per week; infectious, £2 2s. 1st 2 weeks, £1 5s. per week afterwards, and disinfection fee, £1 1s.; special operation cases, £1 11s. 6d. and £2 2s.; mental, £2 2s.; massage, £2 2s. per week; maternity cases, £7 7s. per month; together with travelling and laundry expenses in all cases. **SALARIES** paid to nurses, from £25, rising £2 10s. per annum to £40 per annum. Board, lodging, laundry (when not at cases), and indoor and outdoor uniform are provided.

**Probationers.**—Applicants, without previous hospital experience, who should be between 20 and 30 years of age, are also received. After a personal interview such applicants are sent to the York County Hospital, the Kent and Canterbury Hospital, or the Radcliffe Infirmary, Oxford, for 2 months' trial, and if approved there receive a course of 3 years' training, being subject during their probationership to the rules and to the matron of the Training School. They are required to sign an agreement to serve the institution for 3 or 4 years after the completion of their training. A certificate is granted. **PREMIUM**, £1 10s. (10s. being returned on the signing, and £1 at the close of her agreement). **SALARY**, during training, £8; 4th year, £22 10s.; 5th year, £25; 6th year, £27 10s.; 7th year, £30.

A portion of the net earnings of the staff is devoted by the institute in the following proportion to the Royal National Pension Fund for assisting those nurses who desire to make provision for sickness or old age: £4 per annum, is paid towards the premiums of all satisfactory nurses in the service of the Institute for a policy which is assigned to them after 5 years' service. Bonuses are occasionally given to the nurses.

**Cardiff.**—**Cardiff and District Branch of the Queen Victoria Jubilee Institute for Nurses**, 14 Park Grove. **LADY SUPERINTENDENT**; 14 District Nurses.

Candidates must comply with the rules of the Queen Victoria Jubilee Institute for Nurses (which see). 4 weeks' holiday yearly. **SALARY**, £25 to £36 per annum. There are 8 vacancies for probationers annually.

**Carlisle.**—**Cumberland Infirmary Private Nursing Branch.** **MATRON**; 10 Private Nurses.

Candidates must have had 3 years' training in the Cumberland Infirmary. **FEES CHARGED.**—Ordinary cases, £1 10s.; infectious, £2 2s.; and £1 1s. extra on termination of case; mental and massage, £2 2s.;



smallpox, £2 10s. SALARY, 1st year, £25; 2nd year, £30, increasing £2 yearly afterwards per annum, with uniform. For further particulars see page 54.

**Carlisle District Nursing Association**, 5 Chiswick Street, Carlisle. LADY SUPERINTENDENT and 3 Queen's Nurses.

**Cheltenham District Nursing Association**, Victoria Home, St. James' Square. LADY SUPERINTENDENT; 4 Nurses; 4 Midwives.

Pupils are received for 3 months' training in midwifery, FEE £8 8s.; midwifery pupils must hold 3 years' certificate for general nursing.

**Cheltenham General Hospital Private Nursing Branch**. MATRON; 20 to 30 Private Nurses.

Candidates must have had at least 3 years' training in a general hospital. FEES CHARGED.—Ordinary cases and special operation, £1 10s.; infectious and mental, £2 2s. a week; maternity, £8 8s. a month; massage, 5s. a visit or £2 12s. 6d. a week. SALARY, £32 to £36 per annum. In - and outdoor uniform provided. For further particulars see page 140.

\* **Chester District Nursing Home**, 9 Water Tower Street, Chester. LADY SUPERINTENDENT; 5 Nurses.

Candidates must be between 27 and 37 years of age, and are received after a personal interview and 1 month's trial. They must have had 3 year's training in a general hospital and produce evidence of character, education, health and physique. One month's notice of leaving required. The sick poor are nursed in their own homes free of charge. RECREATION, 2 hours' daily; half-day weekly and 4 weeks in the year. SALARY, £35 per annum, with board, lodging, indoor and outdoor uniform.

**Chester General Infirmary Private Nursing Department**. LADY SUPERINTENDENT; 10 Nurses.

*Nurses*.—Candidates must have had 3 years' training at the Chester General Infirmary. Three months' notice is required. RECREATION, 4 weeks in the year. FEES CHARGED.—Ordinary, £1 11s. 6d.; mental, massage and infectious, £2 2s. per week. SALARY, £30 to £36. Laundry and indoor and outdoor uniform provided. For further particulars see page 55.

**Chichester.—West Sussex, East Hants and Chichester General Infirmary Private Nursing Staff**. For particulars see page 141.



**Coventry District and Private Nursing Institutions**, 7 Quadrant, Coventry. (Affiliated to the Q.V.J.I.N.)  
LADY SUPERINTENDENT; 12 Private Nurses; 6 District Nurses; 5 Probationers.

*Nurses*.—Candidates should be between 21 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from recognised nurse training schools. Those desiring employment as maternity nurses must hold monthly nursing or midwifery certificates. After a personal interview and 1 month's trial, suitable applicants are elected by the Committee. One month's notice must be given by a nurse who wishes to leave, and she is also entitled to receive one month's notice before dismissal except for cases of grave misconduct. RECREATION according to requirements of patients, not less than 9 (1 hour outdoor exercise, 8 out of sickroom) hours being expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary and massage cases, 40s.; infectious and mental, £2 2s. per week; maternity, £8 8s. per month. SALARIES from £25 and £40 per annum, increasing yearly, in addition to board, lodging and laundry when not at cases. Indoor and outdoor uniform is provided. The institution is federated to the Royal National Pension Fund for the purpose of assisting nurses during sickness or old age.

*Probationers*.—The institution also receives 4 candidates without hospital experience to train for private nursing. Vacancies occur for probationers every 2 or 3 years. Such probationers are sent to a recognised general hospital for 2 or 3 years' training, and are subject to the rules of the Training School for the time being. They are trained for a further period of 2 years in the home, and certificates are granted after 4 years' training and service. Lady pupils are also received for 3 months' training in district nursing. Applications average 1 yearly. PREMIUM for lady pupils, £1 1s. weekly, and entrance fee of £3 3s. SALARY for probationers during training £10 per annum. Laundry and indoor uniform provided.

\* **Croydon Nurses' Institution**, 78 Lansdowne Road, Croydon. LADY SUPERINTENDENT; 27 Private Nurses; 3 District Nurses; 5 Probationers.

*Nurses*.—Candidates should be from 23 to 25 years of age, must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of 3 years' training in a recognised Nurse Training School. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. Nurses come for 1 month's trial, and sign an agreement to serve the institution

for 1 year, or pay a fine of £50. One month's notice given and required. RECREATION according to the requirements of cases, not less than 7 hours off duty daily being expected by the rules under which nurses are sent out by the institution; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious, mental and massage cases, £2 2s. per week; maternity, from £8 8s. a month. SALARIES, £30 per annum and percentage upon earnings. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. The institution is federated to the Royal National Pension Fund.

*Probationers.*—Candidates without previous hospital experience, who must be between 20 and 30 years of age, are also received and trained for private nursing. After a personal interview and 1 month's trial, applicants are sent for 3 years to either the Salisbury Infirmary, Chester Infirmary, Croydon General Hospital, or Croydon Union Infirmary, and are subject during their probationership to the rules and the matron of the Training School. Probationers are required to serve the institution for 2 years after the completion of their training. PREMIUM, £1 1s. entrance fee. SALARIES, 1st year, *nil*; 2nd and 3rd year, £5; 4th year, £26; 5th year, £28. and percentage of earnings. Laundry and uniform provided.

**Deal and Walmer Victoria Hospital Private Nursing Institution**, Wellington Road, Deal. Telegraphic address—"Hospital," Deal. Telephone No. 8Y Deal.

Only fully trained certificated nurses are employed. SALARIES range from £33 to £40. A certificated masseuse is in residence. FEES CHARGED.—Ordinary cases, £1 11s. 6d; infectious and special operations, £2 2s.

**Derby.—Royal Derby and Derbyshire Nursing and Sanitary Association**, 2 Trinity Street, London Road. Telegraphic address—"Nursing, Derby." National Telephone, 146 Derby. LADY SUPERINTENDENT; DISTRICT SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 50 Private Nurses; 13 District Nurses; 20 Monthly Nurses; 5 Midwives; 15 Probationers. Vacancies for nurses average from 7 to 10 yearly; from probationers applications average 120, and vacancies 7 to 8.

*Probationers.*—This institution trains most of its nurses. Candidates should be from 23 to 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also be total abstainers. After 1 month's trial, applicants are engaged for 5 years, of which 2 to 3 years are spent in training at various Provincial hospitals with over 100 beds, and the remainder of the time in nursing, private or otherwise, according to capability.

There is a fine of £10 for breaking engagement. A certificate is granted. PREMIUM, £1 1s. (entrance fee). SALARY.—Probationers, 1st year, £6; 2nd year £10, with indoor and outdoor uniform; 3rd year, £20; subsequent years, £25, with 15 per cent. on all cases where additional fee is charged. Bonuses are given to enable nurses to join the Pension Fund, and there is also a contingency fund out of which nurses receive grants.

*Nurses.*—Candidates should be between 25 and 40 years of age, must come on 3 months' trial, and must have had at least 2 years' training in a general hospital. Nurses desirous of being employed in maternity cases must hold monthly nursing certificates in addition. Three months' notice of leaving is required. RECREATION.—Under the rules under which nurses are sent out they should have not less than 8 hours' rest daily, and 1 hour for exercise and fresh air; 3 to 4 weeks' holiday yearly. FEES CHARGED.—Ordinary, from £1 5s. to £1 11s. 6d.; fever, £1 11s. 6d. to £2 2s.; massage and mental, £2 2s.; maternity, from £6 6s. to £8 8s. per month. Under the maternity scheme, the poor may have a midwife in attendance for 10s. SALARY, £25 to £30 per annum, also bonus rising to £10 per annum, with 10 per cent. on ordinary cases and 15 per cent. on extra fee cases.

Training in midwifery given. FEE for trained nurses, £10 for 3 months; untrained, £15 for 6 months.

**Derby.—Derbyshire Royal Infirmary Private Staff.** See page 36.

**\* Devizes Cottage Hospital Private Nursing Department.** MATRON; 1 Nurse.

FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and masage, £2 2s. a week. SALARY, £23. (See also page 146.)

**\* Devonport.—Royal Albert Hospital Nursing Institute.** LADY SUPERINTENDENT; 14 Nurses; 15 Probationers.

There is no limit of age for candidates. They must produce satisfactory evidence as to character, education, and health, and hold certificate of 3 years' training in a general hospital. One month's notice required and given. RECREATION, 4 weeks' holiday in the year. FEES CHARGED.—Ordinary, £1 5s. a week; infectious, operative or hysterical, £1 11s. 6d.; small-pox, £2 2s.; massage, £2 2s. SALARY, 1st year, £25; 2nd year, £30, and 5 per cent. on earnings; 3rd and subsequent years, £35, and 5 per cent. on earnings. Indoor and outdoor uniform provided. See also page 146.

**Dorchester.—Dorset County Home for Nurses,** Cornwall Road. Telegraphic Address—"Nurses, Dorchester." MATRON; 10 to 15 Nurses.

Only fully trained nurses employed. One month's notice given and required before resignation or dismissal. SALARY, £30 to £40 per annum and a bonus annually at the discretion of committee. Board, lodging and laundry (when not at cases) and uniform provided.

**Dudley. — Guest Hospital Private Nursing Staff.** LADY SUPERINTENDENT; 7 Nurses.

SALARY, £20, rising to £35 per annum and indoor uniform. FEES.— Ordinary cases, £1 1s.; infectious and mental, £1 11s. 6d. per week; surgical, £1 5s. (if operation, £1 11s. 6d. 1st week). For further particulars see page 57.

**Exeter. — Royal Devon and Exeter Hospital Private Nursing Staff.** MATRON; 30 Nurses.

FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and mental, £2 2s. a week. SALARY, £25, increasing by £5 annually to £40, and £5 per annum for uniforms. For further particulars see page 57.

**Exeter Trained Nurses' Institute,** 7 Colleton Crescent, Exeter. Telegraphic address—"Colleton, Exeter." LADY SUPERINTENDENT; 24 Nurses.

Candidates must be between 25 and 40 years of age, must produce satisfactory evidence as to character, health and education, and have been trained for 3 years in a general hospital. Those desirous of being employed in maternity cases must hold either the Rotunda Hospital Diploma or the L.O.S. Diploma, and must have had full general training as well. After a personal interview (if possible), candidates must serve 2 months on trial. One month's notice of leaving is required on either side. RECREATION, 2 hours daily is expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.— Ordinary cases, £1 11s. 6d.; infectious, mental and massage, £2 2s. per week; maternity cases, £8 8s. to £12 12s. per month. SALARY, £37 to £40 per annum. Board and lodging are provided at the Home during intervals between cases. Laundry, indoor and outdoor uniform are provided. During illness nurses are cared for in the home. They are encouraged to join the Royal National Pension Fund.

\* **Fakenham (Norfolk) Nurses' Home.** Telegraphic address—"Nurses, Fakenham." HON. LADY SUPERINTENDENT; 72 Nurses.

The Home trains its own nurses. Young women are received as probationers at not less than 18 years of age, and employed in nursing chronic cases until they reach the age of 22. During this period they obtain a salary of £8 per annum with uniform, washing, board and



lodging. They may then, if found suitable, be sent to various hospitals for further training for a period of not less than 2 years, the institution paying all premiums and travelling expenses, and providing them with a salary of £8 per annum. On completion of training the nurses return to the home, and engage in private nursing, receiving salaries beginning at £14 and rising to £35 a year, with board, lodging, washing and uniform. In good times they also obtain a bonus. Before an applicant can be accepted, she must if possible have a personal interview with the lady superintendent, and come for a month upon trial. She must produce evidence as to character, education, health and physique. If accepted, she has to enter into an engagement to serve the Home for 4 years. RECREATION, 2 weeks' holiday or more every year. The institution makes permanent provision for incapacitated nurses after 12 to 15 years' service, and during sickness provides all that is necessary for any member of the staff.

### **Frome Victoria Hospital and Nurses' Home,**

Frome, Somerset. MATRON; 7 Private Nurses; 2 District Nurses. The number of vacancies varies yearly.

Candidates should be between 24 and 36 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' general hospital training. Those desirous of employment in maternity cases must be recognised by the Central Midwives Board. A personal interview is necessary. The RECREATION allowed to nurses varies; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary private cases, £1 5s.; infectious, mental and massage cases, £1 11s. 6d. per week; maternity cases £6 6s. a month. SALARY, £26 to £35 per annum. Board, lodging, laundry, indoor and outdoor uniform are provided.

Private patients are occasionally taken into the Hospital. District nurses are supplied for the poor gratuitously upon their obtaining a subscriber's ticket (5s.); cottage nurses daily visiting for 5s. to 15s. a week, in addition to a subscriber's ticket for 2 weeks; and there is a certificated midwife for poor married women (fee, 7s. 6d.), besides the usual private nursing.

**Gloucester District Nursing Society,** 14 Clarence Street, Gloucester. LADY SUPERINTENDENT; 4 District Nurses; 3 Midwives; 3 Midwifery Pupils. Applications from nurses average 3 or 4, and vacancies 1 yearly.

Candidates must have had at least 2 years' training at a general hospital (3 years' preferred), must be between 25 and 35 years of age, must come for 1 month on trial, and must produce satisfactory evidence



as to character, education, health and physique. Those nurses who wish to undertake midwifery and monthly nursing must hold the L.O.S. Diploma. One month's notice given and required. Three different classes of patients are provided for: (a) Those unable to pay anything; (b) those able to pay something; (c) those able to pay the full tariff. The FEES CHARGED in the latter case are—ordinary day visit, 2s.; each other visit on same day, 1s.; attendance at operations, from 3s. 6d. to 10s.; nursing for a night, 5s. to 7s. 6d. In the case of class (b) the fees are a quarter of those given above. Nurses are on duty for 8 hours daily. 4 weeks' holiday is given during each year. SALARY, £30 per annum. Uniform provided. The Society is federated to the Royal National Pension Fund for Nurses.

Three Queen's District Nurses are received every three months for training in midwifery and instruction for the L.O.S. diploma.

**Gloucester General Infirmary Private Nursing Department,** Gloucester. LADY SUPERINTENDENT; 30 Nurses.

Only nurses trained in the infirmary (see page 58) are employed. Maternity cases are not undertaken. 1 month's notice given and required. RECREATION, 9 hours for sleep and recreation are expected by the rules under which nurses are sent out; 3 weeks' holiday yearly, with suitable rest between cases. FEES CHARGED.—Ordinary cases, £1 5s. (after 8 weeks £1 11s. 6d. per week); contagious or special cases, £2 2s. per week. SALARIES, 1st year, £20; 2nd year, £22; 3rd year, £26; 4th year, £30. Board and lodging (when not at cases) and indoor uniform provided. Laundry not provided.

**Godalming.—Victoria Nurses' Home.** LADY SUPERINTENDENT; 3 Private Nurses; 1 District Nurse; 1 Midwife; 1 Cottage Nurse.

The Home is chiefly for nursing the sick poor on a provident system. After a personal interview candidates have to serve 1 month on trial. Candidates must have had 3 years' training in a general hospital, and produce satisfactory evidence as to character, education and health. Maternity nurses must hold a midwifery certificate in addition. One month's notice of leaving is required. RECREATION, 8 hours out of 24; 4 weeks' holiday in the year. FEES.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d. a week; maternity, £6 6s. per month. midwifery, 7s. 6d. first case, 5s. afterwards. SALARIES.—Private nurses, £35 and 5 per cent. bonus; district nurses, £28 to £32. Laundry is provided, and uniform for the district nurses.

\* **Grantham.—Victoria Nursing Association,** St. Peter's Hill, Grantham (Affiliated to the Q.V.J.I.N.). 2 Queen's Nurses.

RECREATION, 1 month's holiday in the year. SALARIES, £30 to £35 per annum. Queen's Nurses employed.

**Gravesend Hospital Nursing Institution.** MATRON; 8 Nurses.

FEES CHARGED.—Medical and surgical cases, £1 11s. 6d.; infectious and mental, £2 2s. per week; maternity £6 6s. to £10 10s. a month. SALARIES, £30 to £35 per annum. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform are provided. For further particulars see page 151.

**Grimsby and District Nursing Institution,** Bargate, Grimsby. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 4 District, 12 Private Nurses.

Candidates must be between 27 and 35, and have had not less than 2 years' training. SALARY, £35 per annum and uniform.

FEES CHARGED.—Medical cases, £1 10s.; infectious and mental, £2 2s. a week; operations and accidents, £2 2s. first 2 weeks, afterwards £1 1s. a week; massage £2 2s. a week, or 5s. a visit; maternity cases, £8 8s. per month.

**Guildford Trained Nurses' Association,** Nightingale Road, Guildford. LADY SUPERINTENDENT. Telegraphic address: "Galen, Guildford". Telephone—"0190 Guildford."

Nurses holding a 3 years' hospital certificate and able to furnish excellent testimonials from the matron or matrons under whom they have worked, are eligible to join the above Association.

Nurses intending to accept maternity work must hold a midwifery or monthly nursing certificate in addition to a 3 years' certificate of general training. SALARIES, £30 per annum. Commission, 15 to 25 per cent. on all cases. One third part of the commission is forfeited should a nurse find it convenient to work for less than 1 year.

A personal interview is necessary.

A limited number of nurses are permitted to join on the co-operative plan, after having worked on the Home Staff for 1 year. They receive their own fees (less 7½ per cent.) and find their own board and lodging. Nurses who remain on the Home Staff for more than 1 year receive extra commission if profits permit.

Holidays, 3 weeks annually, and sufficient time for rest between

cases. FEES, ordinary cases, £2 2s.; infectious, massage, and special medical and surgical cases, £2 12s. 6d. to £3 3s.; maternity, £12 12s. to £15 15s. per month.

**Herefordshire General Hospital Private Nursing Staff.** MATRON; 15 Private Nurses; 3 Monthly.

Candidates, who must be between 28 and 40 years of age, must serve 1 month on trial. They must have had 3 years' training in a general hospital. One month's notice of leaving is required. SALARY, £28 to £36 per annum. Laundry and uniforms provided. For further particulars see page 59.

FEES CHARGED.—Ordinary, £1 10s.; infectious, £2 2s. a week.

**Hereford Nursing Association.** Three Nurses.

For District Nursing. Nurses must have had 3 years' training in a general hospital. Nurses are required to work on an average 8 hours daily, and receive 4 weeks' holiday in the year. SALARIES, £75 to £90 per annum. Uniform is not provided.

**Honiton.—District Rural Nursing Association.** LADY SUPERINTENDENT; 1 Nurse.

Candidates must have had 3 years' hospital training. SALARY, £66 per annum, and £5 a year for uniform.

**\* Huddersfield and District Victoria Sick Poor Nurses' Association,** Clare House, Clare Hill, Huddersfield. (Affiliated to the Q.V.J.I.N.). SUPT.; 4 Nurses.

Queen's Nurses employed.

**Hull.—Jubilee District Nursing Association,** 27 Charlotte Street, Hull. (The Association is affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT. There are 9 District Nurses.

Applicants must have had 3 years' training, and must produce satisfactory evidence of character and health. One month's notice of leaving is required; and the Nurses are granted four weeks' holiday in the year. Laundry, board and uniform are provided.

SALARY, £30 to £35 per annum.

**Hull.—Royal Infirmary Private Nursing Staff.** LADY SUPERINTENDENT; 10 Nurses.

FEES CHARGED.—Ordinary cases, £1 1s. 6d.; typhoid, £1 11s. 6d.; massage, infectious and mental, £2 2s. a week. SALARY, £25 to £36 per annum.

A nurses' co-operation has been started in connection with the private

nursing staff of this hospital, and nurses who have been attached to the hospital for 4 years may live outside and take their own earnings, minus a percentage to the hospital for expenses. For further particulars see page 60.

### **Ipswich.—Private and District Nurses' Home.**

LADY SUPERINTENDENT; 20 Private Nurses; 6 District Nurses; 12 Cottage Nurses.

This association was formed for nursing the sick poor, and those in reduced circumstances. Candidates must be between 25 and 35 years of age, must produce evidence of character and health, and have had 3 years' hospital training. After a personal interview, applicants come for a month on trial. One month's notice is required. RECREATION, 2 hours daily, 3 weeks in the year. FEES CHARGED.—For certificated nurse's services (private nursing)—ordinary, £1 11s. 6d.; infectious, £2 2s.; mental, £2 2s. a week; maternity, £10 10s. per month; massage, 6s. per hour. SALARY, £40, and £2 allowance for uniform.

Pupils are trained in midwifery for 3 months. LECTURES given. FEE, £13 13s., including board and lodging.

**King's Lynn.—West Norfolk Hospital Private Nursing Staff.** LADY SUPERINTENDENT; 5 Nurses. SALARY, £35 to £40 per annum. Laundry and uniform provided. Board and lodging are also provided when not engaged at a case. For further particulars see page 157.

**Leamington.—Warneford Hospital Nursing Institution.** MATRON; 18 Private Nurses; 1 Midwife.

Nurses trained outside the Warneford Hospital are taken. Candidates, who must be under 40 years of age, must produce evidence of character, education, health and physique; must have had 3 years' training in a general hospital. One month's notice given and required. Nurses are expected by the rules under which they are sent out to get 7 hours out of the sick-room daily; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 11s. 6d.; infectious, £2 2s. per week; massage, 5s. an hour; maternity, 8 guineas a month. SALARY, £30, rising to £35 per annum, with a bonus of £7 to £10 in the year. Board, lodging indoor uniform and laundry provided. Outdoor uniform, which must be worn, is not provided. Affiliated to the Royal National Pension Fund. For further particulars see page 61.

**Leeds District Nursing Association** (affiliated to Q.V.J.I.N.), Lovell Street, Leeds. There is a branch home at Holbeck 2 LADY SUPERINTENDENTS; 22 Nurses; 1 Dispensary Nurse.



Candidates must be between 27 and 38 years of age, and must produce satisfactory evidence as to character, education and health, and must hold certificate of 3 years' training in a general hospital. After a personal interview (usually), candidates have to serve 1 month on trial. Six weeks' notice of leaving required. RECREATION, 4 weeks' holiday in the year. Nurses are expected to work from 6 to 8 hours a day. SALARIES, £25, rising to £35 a year. Indoor and outdoor uniforms are provided. Affiliated to the Royal National Pension Fund.

**Leeds Trained Nurses' Institution**, 21 Hyde Terrace. Telegraphic address—"Expert, Leeds." LADY SUPERINTENDENT of Institution; LADY SUPERINTENDENT of District Work; 90 Private Nurses; 12 District Nurses; 21 Probationers.

FEES CHARGED.—Ordinary cases, £1 5s.; fever cases, £1 11s. 6d.; typhus fever and small-pox, £2 2s.; mental, £2 2s.; massage, £3 3s.; maternity, £7 7s. per month. Affiliated to the Royal National Pension Fund.

**Leicester Institution for Trained Nurses**, Aylstone Road. LADY SUPERINTENDENT; 35 Private Nurses; 9 Monthly Nurses. Telegraphic Address—"Aid, Leicester." Telephone—"392 Leicester." There is a district branch which is worked separately.

Candidates, who must be between 24 and 40 years of age, must produce satisfactory evidence as to character and education, and must hold certificates of 3 years' training from a general hospital. Those desiring employment in maternity cases must hold midwifery or monthly nursing certificates, in addition to general certificate. Selected applicants are required to enter into an agreement with the institution, and must give 3 months' notice before leaving. RECREATION, at least 3 weeks' holiday yearly. SALARY, 1st year, £32; 2nd year, £36; 3rd year, £40. Board, lodging and laundry are provided at the home during intervals between cases. Indoor and outdoor uniform is provided. The institution has a Sick Fund for the benefit of its nurses. FEES CHARGED.—Ordinary cases, £1 10s.; infectious and mental, £1 15s.; smallpox and massage, £2 2s. per week (In smallpox cases an extra fee of £4 4s. is charged unless quarantine accommodation for 2 weeks is provided); surgical cases, 1st week, £2 2s., subsequent weeks, £1 10; maternity cases, £6 6s. per month.

**Lincoln.—Institution for Nurses.** Telegraphic address—"Bromhead, Lincoln." TREASURER and LADY SUPERINTENDENT; 56 Private Nurses; 10 District Nurses.

After 1 month's trial, applicants are received for 1 year's hospital



training, and 3 months' district training, entering into an agreement to serve the institution for 3 years including the year of training. Candidates should be from 25 to 35 years of age, and must produce satisfactory evidence as to character, education and health. PREMIUM, £1 (entrance fee). SALARY, 1st year, £14; 2nd year, £16; 3rd year, £20; 2nd term of 3 years, £22 per annum; 3rd term of 3 years, £25 per annum; 4th term of 3 years, £30 per annum. Board, lodging, medical attendance and part uniform provided. Probationers have to bring with them 2 washing dresses and 12 large white aprons. "Any nurse or probationer breaking her engagement will forfeit one-half year's wages and the amount paid for her training." FEES CHARGED.—Ordinary cases, £1 5s. per week; infectious, £2 2s. a week for first 2 weeks; massage, £3 3s. There are beds at a private hospital in connection with the institution; charge, 3 to 4 guineas a week.

**Lincolnshire Nursing Association.** (Affiliated to the Q.V.J.I.N.) SUPERINTENDENT-SECRETARY.

This Association has been formed to provide nurses for the villages in Lincolnshire. The Central Fund gives help in training the nurses, grants in aid to poor districts, and assists in organising and providing inspection and secretarial help for districts. The District Committees are responsible for the payment of the nurses and working expenses. Two classes of nurses are employed—(a) fully trained Queen's nurses; (b) rural maternity nurses, with 6 months' midwifery and district training and the L.O.S. certificate. For regulations as to (a) see Queen Victoria's Jubilee Nursing Institute, p. 227. Candidates for (b) must enter into an agreement to serve the Association for 3 years from the completion of their training. Selected candidates are sent for 3 months' training in midwifery, and 3 months in monthly and district nursing to the Plaistow Maternity Home, and are expected to pass the L.O.S. examination. SALARIES, (b) nurses, 12s. to 15s. a week until end of 3 years' training, to include board and lodging. Uniform provided.

The cost per annum to a district of (a) is £80 to £90; and of (b) is £45 to £55. Twenty-six districts have been formed, *viz.*, at Ancaster, Barrow, Barkstone, Billingham, Billingham, Blankney, Branston, Brigg, Broughton, Caistor, Caythorpe, Coringsley, Denton, Ewerby, Gainsborough, Hainston, Holbeach, Horncastle, Keelby, Long Sutton, Louth, Ludford, Mareham-le-fen, Moulton, Normandy, North Kelsey, Revesby, Ruskington, Scunthorpe, Sleaford, Spalding, Spilsby, Sutton Bridge, Tydd St. Mary, Wainfleet, Woodhall Spa, Wragby.

**Liverpool.—David Lewis Northern Hospital Nursing Institution, Liverpool.** MATRON; 16 Nurses. Candi-

dates must have had 3 years' training in the David Lewis Northern Hospital. SALARY, £25 to £30, with uniform and laundry. For further particulars, see page 64.

**Liverpool. — Hahnemann Hospital Private Nursing Staff,** Hope Street. LADY SUPERINTENDENT; 8 Nurses. See p. 159.

**Liverpool Hospital for Women (Private Nursing Department),** 107 and 109 Shaw Street, Liverpool. LADY SUPERINTENDENT.

FEES CHARGED.—Ordinary cases, £1 11s. 6d. per week; 5s. per day; 7s. 6d per night.

**Liverpool.—Royal Southern Hospital Nursing Institution.** LADY SUPERINTENDENT; HOME SISTER; about 23 to 27 Nurses.

Vacancies average 8 to 10 yearly, and are all filled up by nurses from the Royal Southern Hospital. They must be over 23 years of age, and hold certificates of 2 years' training. RECREATION according to requirements of patients, not less than two hours being expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.—£1 11s. 6d. a week; for fever cases an extra fee of £1 10s. for disinfection is charged. Board, lodging and laundry (when not at cases), and indoor uniform are provided. For further particulars see page 65.

**Liverpool Training School and Home for Nurses,** Ashton Street, Liverpool. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 82 Nurses employed at the Liverpool Royal Infirmary; 21 District Nurses; 45 Private Nurses. Applications average 60, and vacancies 30 yearly.

The nurses employed at the institution enter as probationers, and are sent to the Liverpool Royal Infirmary for not less than 3 years' training before being sent out to private cases. Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (10 A.M. to 12 on Mondays, Wednesdays and Fridays) and 1 month's trial, applicants found suitable will be required to enter into an agreement to serve the institution for a period of not less than 1 year subsequent to the completion of their hospital training. Probationers attend the LECTURES given by the hon. medical staff of the Royal Infirmary on all subjects connected with nursing, and classes are also held by the assistant lady superintendent at the Home. Al

probationers and nurses are required to pass such examinations as may from time to time be prescribed. While in training they are subject to rules and regulations of the Royal Infirmary. Certificates are given upon satisfactorily completing engagement, and will be extended after further service. A certificate, however, may be recorded as cancelled on the register of nurses, kept by the institution, for any subsequent misconduct or inefficiency. At the end of 3 years' training nurses may be employed either in hospital, private or district nursing, as seems desirable. PREMIUM, *nil*. SALARY, 1st year, £10 (reckoned from after the trial month); 2nd year, £16; 3rd year, £18; 4th year, £25, increasing £2 annually to £35. Three weeks' holiday yearly. Laundry and indoor uniform are provided; outdoor uniform is not provided. When not engaged at cases nurses live free of expense in the Home.

*Special Probationers* are received for a course of 1 year's training. They are subject to the same conditions as ordinary probationers, but no certificates are granted under 3 years' service. Special probationers pay £5 upon entering the Home for the trial month, which sum will be retained if they do not continue their training; £30 (including deposit), payable in advance for the 1st 6 months' training; £20 for the 2nd 6 months. These sums, £50 in all, include board, lodging, laundry and indoor uniform. Special probationers may, if considered suitable, extend their engagement for a further period of 2 years' training, in which case they receive salary and certificates on the same terms as ordinary probationers and nurses, and £15 of their premium will be returned to them. All nurses are required to attend public worship when at the Home.

The Training School was founded in 1862, and is managed by a Committee formed amongst the governors of the Royal Infirmary, Liverpool. The net earnings of the institution are applied for the benefit of the nursing staff, and there is a superannuation fund, from which at the present time 17 nurses are receiving pensions of £20 per annum. It is the rule of the institution that all ordinary probationers from the commencement, and special probationers from the second year, of their training must become members of the Pension and Benefits Fund.

**Maidstone.—Stephen Monckton Nurses' Home.** For particulars see West Kent General Hospital, page 162.

**Malvern Nurses' Institution.** LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 15 to 20 Private Nurses; 2 Monthly Nurses; 4 Probationers.

Nurses must have had 2 years' training, and in the case of monthly nurses, hold monthly nursing certificates; 1 month's notice required and given; 4 weeks' holiday in the year. SALARY, £28, rising to £40, and annual bonus of £3. Board and lodging are provided (when not at cases). FEES.—Ordinary cases, £1 11s. 6d.; infectious and mental, £2 2s. a week; and £1 1s. for quarantine in infectious cases; maternity, £8 8s. a month.

*Probationers.*—Applicants must be between 20 and 30 years of age. They are received for 2 years' training, and must serve the Institute for 2 years after their training. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20; 4th year, £22. Bonus, 2nd and 3rd years. In- and outdoor uniform provided, 3rd and 4th years.

**Manchester and Salford Sick Poor and Private Nursing Institution.** (Affiliated with the Q.V.J.I.N.) Secretary's Office, 7 Norfolk Street, Manchester. PRIVATE NURSING HOME AND NURSES' CO-OPERATION, 341 Oxford Street, Chorlton-on-Medlock. Telegraphic address—"Helper, Manchester." LADY SUPER-INTENDENT; 35 Nurses; 1 Daily Visiting Nurse. DISTRICT NURSING HOMES, Crescent, Salford; MATRON; 20 Nurses, and 1 Daily Visiting Nurse. ARDWICK AND ANCOATS DISTRICT NURSES' HOME, 51 and 53 Ardwick Green, Manchester; MATRON; 12 Nurses. HULME DISTRICT NURSES' HOME, 594 Stretford Road, Old Trafford, Manchester; MATRON; 6 Nurses, and 1 Daily Visiting Nurse. HARPURHEY (LATE NORTH-EAST MANCHESTER) DISTRICT NURSES' HOME, Beech Mount, Harpurhey; MATRON; 9 Nurses. BRADFORD DISTRICT NURSES' HOME, Ashton New Road, Manchester; MATRON; 8 Nurses. This institution was founded in 1864 under the name of the Manchester Nurse Training Institute. The applications received are numerous, and the vacancies few.

Candidates should be at least 24 years of age, and must produce satisfactory evidence as to character, education, health and physique, and must have had at least 2 years' training in a large general hospital. Maternity nurses require in addition a monthly nursing certificate. After a personal interview and 1 month's trial, district nurses are engaged for 1 year, and thereafter are subject to 1 month's notice on either side. RECREATION.—District nurses are on duty for 8 hours a day, and receive 4 weeks' holiday in the year. Private nurses are expected by the rules under which they are sent out to get 9 hours' rest out of the 24; 3 weeks' holiday in year. SALARIES.—Private nurses, £30 per annum, rising to £40; district nurses, £28 to £35. Board, lodging and laundry when not at cases are provided in the home. Indoor and outdoor uniform are provided. The private nursing branch of the



institution is federated to the Royal National Pension Fund, and many of the district nurses are members. **FEES CHARGED.**—Ordinary cases, £1 11s. 6d. (special nurses, £2 2s.); infectious, mental and massage, £2 2s. to £3 3s. per week; maternity cases, £6 6s. to £8 8s. per month.

### **Manchester Maternity Hospital Private Nursing Staff.**

For full particulars of this Hospital see page 163.

**Manchester.—Northern Workhouse Nursing Association.** SECRETARY; 65 Barton Arcade, Manchester. The objects of the Association are to promote the employment of trained nurses in Workhouses, to supply trained nurses to Boards of Guardians requiring them, and to train nurses specially for the work. The Union Infirmaries in which Probationers are trained for the Association are at present as follows: Birmingham; Brownlow Hill, Liverpool; Bolton, Sheffield, West Derby, Liverpool. 80 Nurses; 12 Probationers.

Probationers must be between 24 and 35 years of age, and the usual term of training is 2 years. Each probationer will, before being accepted for training, have 1 month's trial at the hospital or infirmary where she is to be trained. For the trial month she must provide herself with 2 print dresses. If appointed at the end of the month, indoor uniform will be provided for her. Probationers will be in all respects subject to the rules of the institution where they are being trained. At the end of the period of training probationers will be supplied with situations by the Association, and for the next 3 years they will be required to take such posts as may be offered to them, to resign such if desired by the Committee, not to resign without permission, and to be considered members of the Association. If any nurse leave the service of the Association during training, or during the 3 years following, she shall be liable to refund to the Association the total cost incurred by them on her behalf. **SALARIES**, during training, 1st year, *nil*; 2nd year, £10; 1st year after training, not less than £24 per annum, or for nurses holding midwifery certificate, £30; 2nd year after training, not less than £26; rising £2 yearly, with board, lodging, washing and indoor uniform.

A bronze medal is presented to every nurse in the Association when she first enters upon her appointment. A silver medal is awarded at the end of 3 years' service or for special services. The medals, however, are only allowed to be worn while the nurse is in the service of the Association.

**Manchester Royal Infirmary Private Nursing Staff.** LADY SUPERINTENDENT; 9 Nurses. **SALARY**, £25, rising £1



yearly to £30, together with half the extra charge of 10s. 6d. per week made for each infectious or massage case nursed by her. For further particulars see page 68.

**\* Merthyr-Tydfil General Hospital.—Private Staff.** MATRON.

FEES CHARGED.—Ordinary cases, £1 1s. a week. See also page 166.

**Middlesbrough Nursing Association,** Borough Road, Middlesbrough. LADY SUPERINTENDENT; 12 Nurses.

The primary object of this Association is district nursing. Nurses must have 3 years' hospital training, and in the case of maternity nurses have a monthly nursing certificate. One month's notice of leaving required and given. Four weeks' holiday in the year. FEES CHARGED for private nursing.—Ordinary cases, £1 5s.; infectious, £1 10s.; mental, £2 2s.; massage, £3 3s. per week; maternity, £5 5s. the month (nurses with L.O.S. diploma, £8 8s.). SALARY, £30 to £35 for fully-trained nurses.

**Newark Hospital.—Private Nursing Institution.** LADY SUPERINTENDENT; 3 Nurses.

FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £2 2s.; operation, £1 11s. 6d. first week, £1 5s. subsequent weeks. Special operations, £2 2s. first 2 weeks, £1 5s. thereafter; visits, 5s. For further particulars see p. 168.

**Newcastle-on-Tyne.—Cathedral Nursing Society,** 17 Ellison Place (for nursing the sick poor in their own homes). LADY SUPERINTENDENT; 12 Nurses.

Candidates must come on trial for 1 month, must be between 25 and 40 years of age, must produce satisfactory evidence of character, education and health, and must have had 3 years' training in a general hospital. One month's notice given and required. 4 weeks' holiday yearly.

**Newcastle-on-Tyne.—Nurses' Home and Training School,** 2 Granville Road, Newcastle-on-Tyne. LADY SUPERINTENDENT; ASSISTANT MATRON; 82 Nurses; 8 Probationers.

*Nurses.*—Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. They must have received 3 years' training in recognised schools of nursing, and those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview and 3 months' trial, suitable trained applicants are

required to sign an agreement to serve the institution, conform to the rules, and to give 1 month's notice (which they are also entitled to receive) in writing before withdrawing from the staff. RECREATION according to the requirements of the patients, not less than 1 hour for outdoor exercise being expected by the rules under which nurses are sent out by the institution; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 7s.; infectious, £1 10s.; small-pox, mental and massage, £2 2s. a week; maternity cases, £7 7s. a month. SALARIES, £30 to £34. The profits of the institution are distributed among the nurses in the form of bonuses, and is apportioned according to the number of weeks a nurse has been at work in the year as follows: 1st and 2nd year at the rate of 2s. 6d. per week; 3rd and 4th years 3s. 6d. per week; 5th and 6th years 4s. 6d. per week; 7th and 8th years 5s. per week. A nurse receives a commission of 5s. a week whilst in attendance upon the following cases: mental disease, dipsomania, massage and small-pox. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. Nurses are fined if they appear on duty without uniform. In the report the Committee set forward the desirability of making provision for sickness or old age, and for this purpose every encouragement is given to nurses to join the National Pension Fund. There is a sick fund connected with the home.

*Probationers* are received and trained after a personal interview and 1 month's trial for private nursing. Candidates must sign an agreement to serve the institution for 5 years, or pay a penalty. They are sent to a general hospital or infirmary for 3 years' training, and during their probationership they are subject to the rules and to the matron of the Training School. SALARY, 1st year and 2nd year, £8; 3rd year, £16; 4th year, £25; 5th year, £25. Indoor uniform and laundry provided.

\* **Newport, Isle of Wight.—Isle of Wight Nurses' Co-operation**, 123 St. James Street. Telegraphic address—"Help, Newport, Wight." The Nursing Institution, founded in 1889 with 6 Nurses, was formed into a Co-operation Society in 1894, the following ladies and gentlemen acting as guaranties: Sir Richard and Miss Webster, Sir Barrington and Lady Simson; Mrs. Harvey and Dr. Groves. LADY SUPERINTENDENT; 20 to 30 Nurses.

Candidates should be between 26 and 40 years of age, must produce satisfactory evidence as to character, education, health and physique, and must hold a certificate of not less than 3 years' training from a general hospital, or, in the case of monthly nurses, midwifery and monthly nursing certificates. FEES CHARGED.—Ordinary medical

and surgical cases, £1 11s. 6d.; mental and massage cases, £2 2s.; maternity, from £8 8s. to £12 12s. per month. **SALARY.**—Nurses take their own earnings less 10 per cent. for working expenses. The greater part of the nurses reside *at the home*, paying a residence fee quarterly, and for their board when not at a case.

**Newport (Mon.) Hospital Private Nursing Staff.** For particulars see page 169.

**Norfolk and Norwich Hospital Private Nursing Staff.** LADY SUPERINTENDENT. For particulars see page 69.

**Norfolk and Norwich Staff of Hospital-Trained Nurses,** 50 Bethel Street, Norwich. Telegraphic address—"Staff, Norwich." Branch Home, 385 London Road, Lowestoft. 2 LADY SUPERINTENDENTS; 50 Nurses. Applications for the post of nurse average 6, and vacancies 1 yearly.

**Nurses.**—Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training from a recognised School of Nursing. Those who desire employment in maternity cases must hold monthly nursing certificates. Three months' notice is given and required. **RECREATION** according to the requirements of patients, not less than 7 hours off duty being expected by the rules under which nurses are sent out; 3 weeks' holiday yearly. **SALARY,** £24, rising £2 yearly to £35 per annum. Board, lodging and laundry (when not at cases) are provided in the Home. Indoor and part outdoor uniform is provided. There is a special Benefit Fund for Sickness and Old Age, and 5 per cent. is secured to nurses upon all savings. Many of the nurses have also joined the Royal National Pension Fund. **FEES CHARGED.**—Ordinary cases in Norfolk, £1 11s. 6d.; mental and infectious, £2 2s. a week; maternity cases, £8 8s. per month.

The special object of the institution is to provide skilled nursing gratuitously, or for small payment, to such cases as are certified by a medical man to require it.

**Northallerton.—North Riding Rural Nursing Association.** LADY SUPERINTENDENT; 20 Rural Nurses; 12 Probationers. Vacancies average 12 yearly.

Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, suitable

applicants are required to sign an agreement to serve the Association for 1 year as a probationer without wages and for 3 years as a nurse. Probationers are trained in the Sheffield Royal Hospital, or the North Riding Infirmary, Middlesbro', and upon the completion of the year's training, those who show an aptitude for monthly nursing are sent for a further training of 4 months to Glasgow Maternity Hospital. Certificates are granted after the completion of the 4 years. FEES CHARGED for cases vary according to the circumstances of the patients. SALARIES, 1st year, *nil*; 2nd year, £16; 3rd year, £18; 4th year, £20. Laundry, indoor and outdoor uniform (which must always be worn when on duty) are provided. Nurses are boarded and lodged at the Cottage Hospital when not at a case.

**Northampton Town and County Nursing Institution**, Victoria Nurses' Home, Northampton. (Affiliated to the Q.V.J.I.N.) Accommodation for two private paying patients. LADY SUPERINTENDENT; 1 Assistant; 16 Private, 5 District Nurses.

Candidates must produce satisfactory evidence as to character, education and health, and must hold certificates of 3 years' training. Those desirous of being employed in maternity cases must hold midwifery certificates in addition. One month's notice given and required. RECREATION according to the requirements of patients, not less than 9 hours off duty being expected daily by the rules under which nurses are sent out; 3 to 4 weeks' holiday in a year and occasional leave of absence or rest may be granted after cases of any length or severity. SALARIES, private nurses, £30 to £35 with 10 per cent. upon earnings and £5 allowance for uniform. FEES CHARGED.—Ordinary cases, £1 10s.; accident, surgical, phthisis, all infectious and malignant cases, mental, £2 2s. to £3 3s. per week; maternity cases, £6 6s. to £10 10s. per month; massage, 5s. to 10s. 6d. per visit. Board, residence, and laundry provided.

Medical attention in the Institution and reasonable leave of absence is allowed to nurses during sickness.

**Nottingham and Nottinghamshire Private Nursing Association**, 19 Regent Street, Nottingham. LADY SUPERINTENDENT; 37 Private Nurses; 3 Monthly Nurses.

Candidates should be between 28 and 36 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview, applicants are elected by the lady superintendent.



One month's notice given and required. **RECREATION.**—An hour's walk daily is expected by the rules under which nurses are sent out ; 4 weeks' holiday in a year at least, generally more. **FEES CHARGED.**—Ordinary cases, £1 10s. ; surgical, 1st week, £2 2s., subsequent weeks, £1 10s. ; infectious, £1 11s. 6d. to £2 2s. ; mental, £2 2s. per week ; maternity cases, £6 6s. per month. **SALARY,** £34, increasing £2 yearly to £40 per annum, with percentage on their earnings at the rate of 5 per cent. 1st year,  $7\frac{1}{2}$  per cent. 2nd year, 10 per cent. 3rd year. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. All surplus receipts of the Association are devoted to the benefit of the nursing staff in the form of higher percentage. During sickness nurses are cared for at the home, and their salary is paid as though they were working.

### **Nottingham Hospital for Women Private Nursing Staff.** **MATRON.**

**FEES CHARGED.**—£1 5s. a week. **SALARY,** £25 to £30 per annum. For particulars see page 171.

### **\* Nottinghamshire Nursing Federation.** **HON. SECRETARY,** Shire Hall, Nottingham.

Formed to promote the interests and further the development of district nursing in Nottinghamshire. Any nursing association in the county employing one or more nurses (minimum training allowed—6 months at a recognised training institution) may join the Federation. The Central Fund gives help in training nurses, supplies nurses for epidemics or during illness or holidays of regular district nurses, and grants in aid to poor districts, and assists in organising districts. The Federation now includes 21 Associations, *viz.*: Balderton, Beeston, Bramcote, Burton Joyce, Carlton-on-Trent, Clifton, Collingham, Gedling, Hucknall Torkard, Kimberley, Kingston, Kirkby-in-Ashfield, Radcliffe-on-Trent, Rufford, Serlby, Stanford-on-Soar, Sutton-in-Ashfield, Thurgarton, Wollaton, Worksop, and Woodborough.

**Ockley Nursing Association.** **FOUNDRESS,** Miss Broadwood, Pleystowe Capel, Surrey. **HON. SECRETARY ;** 11 Nurses. Now federated to the Affiliated Benefit Nursing Associations (see page 217).

This Association was founded for the nursing of sick cottagers by women of the same social position as themselves. The nurses are trained as monthly nurses at the City of London Lying-in Hospital, and the British Lying-in Hospital. **FEES CHARGED.**—Ordinary, 2s. to 10s. a week, according to class of patient ; infectious, 4s. to £1. **SALARY,** £25 to £30 per annum.



**Oldham Nursing Association**, Union Street West, Oldham. LADY SUPERINTENDENT; 17 Private Nurses; 3 District Nurses; 3 Monthly Nurses. Applications average 12, and vacancies 3 to 4 yearly.

Candidates must be between 24 and 35 years of age, must produce satisfactory evidence of character, health, education and physique, and must have had 2 years' training in a general hospital. Those desirous of being employed in maternity cases must hold in addition monthly nursing certificates. One month's notice given and required. RECREATION.—By the rules under which they are sent out nurses should have 2 hours off duty daily; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 11s. 6d. per week; infectious, £1 11s. 6d.; mental, £1 10s. per week; massage, 2s. 6d. per sitting of under 1 hour; maternity, £6 6s. the month. SALARY, £30 per annum with bonus. Board, lodging and laundry (when not at cases), and indoor and outdoor uniform provided.

**Oxford.—The Acland Home**, 25 Banbury Road. Telegraphic address—"Nurses, Oxford." Fifteen beds in medical and surgical home for paying patients. LADY SUPERINTENDENT; 25 Private Nurses. District Nursing branch, 4 Wellington Square. LADY SUPT.; 6 District Nurses; 2 midwives.

*Nurses.*—Candidates should be between 25 and 38 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of general training from recognised Schools of Nursing. Those desiring of being employed in maternity cases must hold midwifery or monthly nursing certificates. They are required to sign an agreement, to conform to the rules, and to give 1 month's notice before leaving the Home. RECREATION.—The lady superintendent may grant leave of absence not exceeding 48 hours, and private nurses have much free time between cases; district nurses, 2 hours daily; 4 weeks' holiday in a year for all nurses. SALARIES, fully trained nurses, £35, rising £1 yearly to £40 per annum according to previous experience, with percentage on their earnings after 2 years' service. £3 allowance is made for uniform. Board, lodging, laundry (when not at cases). FEES CHARGED.—Ordinary cases, £22s.; mental, infectious and massage, £3 3s. per week; maternity cases, £10 10s. to £15 15s. per month. For patients in the medical and surgical home from £4 4s. a week.

After being 2 years in the Home, £2 per annum is paid to each nurse who can show that she belongs to any accredited Pension Fund for the purpose of securing sick pay or old age pension. Patients desirous of testifying appreciation of a nurses' service may contribute to the nurses' superannuation fund.

**Peterborough District Nursing Association,** St. Oswald's Close, Bishop's Road, Peterborough. (Affiliated to Q.V.J.I.N.) LADY SUPERINTENDENT; 2 Nurses. Candidates must comply with the rules of the Queen Victoria's Jubilee Nursing Institute (which see).

**Plymouth.—South Devon and East Cornwall Hospital Nursing Institute.** LADY SUPERINTENDENT; 18 Nurses.

Candidates must have had 3 years' training. FEES CHARGED.—Ordinary, £1 11s. 6d. per week; infectious and surgical, £1 11s. 6d. to £2 12s. 6d.; massage, £2 2s. per week. SALARY, £25 to £35 per annum, and 5 to 10 per cent. on their earnings 1st year, 15 to 25 per cent. subsequent years. Full in- and outdoor uniform provided (and laundry when awaiting case). For further particulars see page 71.

**\* Portsmouth.—Borough of Portsmouth Association for Nursing the Sick Poor,** 99 Victoria Road North, Southsea. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 3 District Nurses; 4 Probationers.

Candidates must comply with the rules of the Queen Victoria's Jubilee Nursing Institute (which see).

**Portsmouth.—Royal Portsmouth, Portsea, and Gosport Hospital Nursing Institution.** MATRON; 10 Nurses.

FEES CHARGED.—Ordinary cases, £1 14s.; infectious, £2 7s. 6d.; mental, £2 2s. 6d.; attendance at operations, 5s. to 21s.; night nursing, £1 11s. 6d. per week. SALARY, £32 to £36 per annum and bonus. Laundry and indoor uniform provided. For further particulars see page 72.

**Preston.—Queen Victoria Royal Infirmary Nurses' Home,** Preston. Managed by the Infirmary. LADY SUPERINTENDENT; 16 Nurses; 2 Monthly Nurses.

Candidates, who must be between 28 and 40 years of age, must hold certificate of 3 years' training in a general hospital, give 3 months on trial, and produce satisfactory evidence as to character, education, health and physique. A personal interview is required. Three months' notice of leaving is required. SALARY, £40 a year. Indoor uniform is provided. FEES CHARGED.—Ordinary, £1 11s. 6d.; infectious and mental, £2 2s. (£1 1s. extra for disinfecting in fever cases); massage, 5s. per hour; maternity, £6 6s. to £8 8s. per month. For further particulars see page 73.

### **Reading. — Royal Berks Hospital Private Nursing Staff.** LADY SUPERINTENDENT; about 42 Nurses.

Vacancies are mostly filled up by nurses on the completion of their 3 years' training in the wards of the hospital. Nurses are required to come on trial for a month and to sign an agreement to serve the hospital for at least 1 year. 1 month's notice is required from nurses wishing to leave. RECREATION, 3 weeks' holiday in a year. FEES CHARGED.—Ordinary, medical and surgical cases, £2 2s.; infectious, £2 12s. 6d.; attendance at operation, 10s. 6d.; whole day, £1 1s.; maternity, £10 10s. a month. SALARY, £35, rising £5 annually to £45. An annual bonus of 5 per cent. on the gross earnings is divided amongst the staff. Board, lodging, laundry (when not at cases), indoor and outdoor uniform, and all nursing appliances are provided.

When a nurse has been in the employment of the hospital for 6 months she has the option, if she has not already done so, of taking out a policy for a pension to commence at the age of 50 or 55 in the Royal National Pension Fund for Nurses, the amount of the annual premium to be at least £7. The hospital will at the same time take out on behalf of the nurse a policy of equal value, provided that the premium on the latter policy shall not exceed £7 a year.

After a nurse shall have been in the service of the hospital for 5 years the benefit of the policy effected by the hospital on her behalf shall be considered as belonging to her, and will be formally assigned to her when her pension falls due, or otherwise upon leaving the hospital, provided she has fulfilled her agreement satisfactorily, and has not withdrawn from the Fund the premiums paid on her own policy during her service. A nurse shall not engage in nursing in Reading, or within three miles thereof, for which she shall receive payment directly or indirectly, for a period of 3 years from leaving the service of the hospital, under a penalty of £2 2s. for every week during which she shall be so engaged, such penalty being payable to the hospital as liquidated damages. For further particulars see page 74.

**\* Reigate Benefit Association for Providing Nurses for the Sick.** HON. SECRETARY; number of nurses varies from 12 upwards.

Nurses are chosen by the Committee of the Association chiefly from among respectable women of the humbler class fitted for the charge of the sick and accustomed to work amongst cottagers. Certain of the nurses receive partial training in hospitals, the fees required for the training being provided by the Association. The poor are encouraged to subscribe to the funds of the Association for the purpose

of obtaining nurses in the case of sickness. The nurses are also expected "to manage the household when required, and promote order and cleanliness in the family". Subscribers to the Association have the first claim on the services of the nurses. The fees charged to the patients are arranged on a scale adapted to their financial position. "When day and night nursing is required, the nurse shall have some hours during the day for rest, and 1 night in 3." **SALARY.**—10s. per week. Nurses who remain on the staff for some years receive a small additional sum, but receive no percentage. All the nurses provide their own lodgings.

**Rhyl, North Wales.—Private Nursing Branch of the Royal Alexandra Children's Hospital.**

**LADY SUPERINTENDENT.**

Six months' notice of leaving is required. **RECREATION,** 4 weeks' holiday in the year. Nurses receive  $12\frac{1}{2}$  per cent. on their earnings in addition to their salary of £26 per annum with a annual increase of £2 until it reaches £36. Indoor and outdoor uniform provided, and board when not at cases.

**FEES CHARGED.**—Ordinary, £1 11s. 6d.; infectious or mental, £2 2s. per week; maternity; £8 8s. to £12 12s. the month; massage, 5s. per hour, or £2 2s. per week. See also page 175.

**Ripon.—Victoria Nursing Institution, Firby Lane, Ripon.** **SUPERINTENDENT;** 2 District Nurses; 9 Cottage Nurses.

The cottage nurses receive 6 months' training in general and maternity nursing at Plaistow Maternity Charity, and are recipients of the L.O.S. certificate. The committee provide the training of nurses.

**Rochdale District Nursing Association.** Nurses' Home, Vicarage Road. (Affiliated to the Q.V.J.I.N.) **LADY SUPERINTENDENT;** 5 Nurses.

Candidates have to hold a certificate from a general hospital, and are engaged on probation for 1 month. **SALARY,** commencing £30 per annum. Board, lodging, laundry and uniform are provided. Nurses have to be 8 hours on duty, and receive 1 month's holiday in the year.

**Rugby District Nursing Association.** **LADY SUPERINTENDENT;** 2 District Nurses; 1 Midwife.

Candidates have to give satisfactory evidence as to character, education and health. One month's notice of leaving is required. **RECREATION,** 4 weeks' holiday in the year. **SALARY,** £35 to £45. Laundry and outdoor uniform provided.



**St. Alban's Diocesan Institution for Trained Nurses.** Nurses' Home, Bridge Street, Witham. Convalescent Home at Walton-on-Naze. MATRON ; 25 Nurses ; 8 Probationers.

Probationers are received for 3 years' training in a general hospital. Candidates must be churchwomen, between 21 and 30 years of age, and must produce evidence of character, education and health. 1 to 3 month's trial required. A nurse agrees to serve the institution for 3 years after completion of her training. There is a £10 penalty for breaking agreement. PREMIUM (if any) is paid by the institution. SALARY (during training), 1st year, £8 ; 2nd year, £8 at least ; 3rd year, £12 (varies according to the hospital to which nurse is sent) ; after 3 years' training, £22, £25, £27. Uniform is provided.

FEES CHARGED.—Ordinary, £1 1s. ; surgical and special cases, £1 5s. ; infectious, £1 10s ; smallpox, £2 2s. Isolation hospitals, £1 15s.

**Salford. — Ladywell Sanatorium (County Borough of Salford Infectious Diseases Hospital) Private Nursing Staff.** See page 179.

**Salford Royal Hospital Private Nursing Staff.** MATRON. For particulars see page 74.

**Salisbury. — Institution for Trained Nurses.** LADY SUPERINTENDENT ; 30 Nurses ; 2 Probationers.

*Probationers* must be between 23 and 33 years of age, and must produce satisfactory evidence of character and health. After a personal interview and 3 months' trial, applicants are received for 2 years' training, and enter into an engagement to serve for 2 years after training is complete. After this 4 years' service 1 month's notice is required and given. SALARY, 1st year, £5 ; 2nd year, £5 ; 3rd year, £20 ; 4th year, £22 ; 5th year, £24, rising by £2 every 3 years to £30. Nurses receive in addition  $2\frac{1}{2}$  per cent. on their earnings and bonus. Board, lodging, medical attendance and £5 for uniform are provided. There is a nurses pension fund.

*Nurses.*—Candidates are appointed by the Committee, after selection by the lady superintendent. One month's notice of leaving given and required. FEES CHARGED.—Ordinary cases, £1 10s. (£2 after 3 months) ; infectious, surgical and mental cases, £2 2s. a week.

**Sheffield Nurses' Home and Training Institution,** 334 Glossop Road, Sheffield. Telegraphic address—"Home, Sheffield." LADY SUPERINTENDENT ; 25 Private Nurses ; 2 District Nurses.



*Nurses.*—Candidates should be between 23 and 33 years of age, must come on 2 months' trial; must produce satisfactory evidence of character, education and health, and must have had at least 2 years' training in a general hospital. Those nurses desirous of undertaking monthly nursing must, in addition, hold monthly nursing certificates. 1 month's notice given and required. 3 weeks' holiday yearly. SALARY, £30 to £35 per annum. Board, lodging and laundry (when not at cases) and in- and outdoor uniform are provided. There is a superannuation fund.

\* **Sheffield.—St. George's Home for District and Private Nurses**, 19 Sandon Place. Telegraphic address—"Corvan, Sheffield." LADY SUPERINTENDENT; 30 Private Nurses; 4 District Nurses; 9 Monthly Nurses; 7 Probationers.

FEES CHARGED.—Ordinary, £1 5s.; infectious, £1 11s. 6d. to £2 2s.; mental and massage, £2 2s. per week; maternity, £6 6s. to £7 7s. per month.

**Shepton Mallett District Nursing Association.** One Midwife. MIDWIFERY FEE, from 5s. each case. SALARY, £35 per annum. One District Nurse. SALARY, £30. Uniform provided. Midwife has laundry free.

**Sherborne.—Yeatman Hospital Private Nursing Staff.** See page 180.

**Shottermill and District Nurse Association**, Shottermill, Surrey. LADY SUPERINTENDENT; 10 Cottage Nurses; 2 Probationers.

Candidates, who must be between 25 and 40 years of age, must give satisfactory evidence as to character, education and health, and serve 1 to 3 months on trial. They must hold a certificate of at least 1 year's general training, and hold monthly nursing certificate, and enter into an agreement to stay 1 or 3 years if trained by the Association. One month's notice of leaving required. RECREATION, 4 weeks in the year. FEES.—Ordinary cases, £1 5s. to £1 11s. 6d.; infectious, £1 15s. to £2 2s.; maternity, £5. SALARIES, £20 to £30; probationers, £10 to £15. Laundry and uniform are provided.

**Southampton.—Hampshire Nurses' Institute (1867)**, 8 Park Road, Bellevue Road, Southampton. Telegraphic address—"Nurses' Institute, Southampton." Telephone—"494." LADY SUPERINTENDENT; 21 Nurses.

Candidates should be 24 years of age, and must produce satisfactory evidence as to character, health and physique, and must hold a certificate of not less than 2 years' training from a recognised Nurse Training School. After a personal interview and 3 months' trial, applicants are elected by the Committee. RECREATION according to the requirements of patients, not less than 6 hours' consecutive rest and 1 hour's outdoor exercise being expected, when possible, by the rules under which nurses are sent out by the institution; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious, £2 2s. per week, and £1 1s. disinfecting fee; maternity cases, to subscribers £6 6s., to non-subscribers, £8 8s. per month. SALARIES, £25 per annum, with gratuity of 2s. 6d. per week when employed, together with board, lodging, laundry (when not at cases) and indoor uniform. Nurses may join the institution on the co-operative principle, receiving their own fees, less 10 per cent. for expenses, and £6 per annum.

**Southport Infirmary Nursing Institute**, Scarisbrick New Road, Southport. MATRON; 11 Nurses.

Candidates must be between 26 and 36 years of age, must produce satisfactory evidence of character, education, health and physique, must have been trained for 3 years in a general hospital, must come for 1 month on trial, and if engaged must agree to serve for 1 year. Those desirous of being employed as monthly nurses must hold monthly nursing certificates in addition. One month's notice given and required. Three weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 10s.; serious cases, £2 2s.; infectious, £1 10s. a week and £1 10s. quarantine; small pox and diphtheria, £2 2s. a week and £3 quarantine; massage, 5s. per hour or £2 2s. a week; maternity, £7 7s. per four weeks. SALARIES.—Private Nurses, £30 increasing by £2 annually to £40; maternity nurses, £32. Board, lodging and laundry (when not at cases), and indoor and outdoor uniform provided.

\* **Stalybridge, Cheshire.—The Sick Nursing Association.** Nurses' Home, Grosvenor Street. PRESIDENT. 2 Nurses. This is not an institution or nurses' home. The district nurses receive 27s. 6d. per week. District cases, no charge, but thank-offering expected.

**Stoke-on-Trent.—Staffordshire Institution for Nurses.** Beds, 18. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT. 100 Private Nurses; 15 District Nurses; 18 Monthly Nurses; 5 Midwives; 30 Probationers. Applications for the

post of nurse average 20 to 30, and vacancies 12 or 14 yearly, and for probationers about 40 applications and 10 vacancies.

*Nurses.*—Candidates should be between 25 and 39 years of age, must come for 1 month on trial, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years training in a general hospital. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. None but certificated nurses are sent out to private cases. Nurses enter into an agreement to serve the institution and not to leave without giving 3 months' notice, forfeiting 3 months' salary if agreement is broken.

RECREATION.—Proper rest and recreation must be guaranteed to each nurse sent out, by some responsible person connected with the patient; 3 to 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; most infectious, £2 2s. 1st week; £1 11s. 6d. succeeding weeks; small-pox, typhus fever and mental cases, £2 2s. per week; maternity cases, £8 8s. to £10 10s. per month; massage, 5s. per hour, or £2 2s. per week. Nurse kept in reserve for a case, 3s. a day. SALARY, £30 per annum, with from 17½ to 20 per cent. on earnings. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. All the surplus earnings of the institution are devoted to the benefit of the nurses. There is a Sick Fund, nurses being cared for in illness and sent to convalescent homes when necessary. Between 50 and 60 of the nurses belong to the Royal National Pension Fund, and in its report the committee of the institution earnestly recommends that the annual bonus should be used by each nurse towards making provision for her old age.

*Probationers.*—Candidates, who must be between 22 and 35 years of age, with previous fever-hospital training, are also received and trained for private nursing. After a personal interview and 2 months' trial, applicants are sent to the Ancoats Hospital, Manchester; Salop Infirmary, Shrewsbury; Sheffield Royal Hospital; County Hospital, Lincoln; North Staffordshire Infirmary; Nottingham General Hospital, for 3 years, and are subject during their probationership to the rules and to the matrons of the Nurse Training Schools. Probationers enter into an agreement to serve the institution for 2 years after the completion of training. The institution grants a certificate. PREMIUM, nil. SALARY, 1st and 2nd year, £5; 3rd year, £18; 4th year, £20; 5th year, £25 per annum, and so on up to £30.

The institution supplies district nurses upon sufficient guarantee from a local committee, terms £30 per annum with suitable board, lodging and washing for the nurse. Any gratuitous or reduced-fee nursing is paid for out of subscription from the public for that purpose. None of the nurses' earnings are ever used for it.

**Stratford-upon-Avon Nursing Home.** LADY SUPERINTENDENT; 10 Nurses.

After a personal interview (if possible), candidates must give 3 months on trial. They must produce evidence of character, education, health and physique, have had at least 2 years' training and be between 23 and 40 years of age. Nurses agree to serve 1 year after the month's trial. Three months notice required. RECREATION, 3 weeks' holiday in the year. SALARY, £30 to £34. Indoor and outdoor uniform provided, and board, lodging and laundry when not at cases. FEES CHARGED.—Ordinary cases, £1 10s.; infectious and mental, £2 2s.; maternity, £7 7s. a month.

*Probationers* are occasionally taken for 2 years' training in General Hospital, Bristol, or any other good training school, age between 23 and 30. PREMIUM, the home pays the premium of £25. Probationers agree to serve for 3 years after their training. Certificates granted. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £18; 4th year, £20.

**Stroud District Nursing Association,** Middle Street, Stroud, Gloucestershire. Telephone—"54 Stroud." LADY SUPERINTENDENT; 9 Private Nurses; 2 District Nurses; 2 Midwives; 3 Cottage Nurses.

After a personal interview candidates must give 1 month on trial. They must produce satisfactory evidence as to character, education and health, hold certificate of 3 years' training in a general hospital, and be between 23 and 38 years of age. Cottage nurses are trained under the district midwives. One month's notice is required, and nurses must agree not to work as nurses within 8 miles of the home after leaving. District pupils who must be 3 years certificated nurses, are trained in midwifery and are prepared for the necessary examination of the London Obstetrical Society. RECREATION, 1 hour daily; 3 weeks' holiday in the year. FEES.—Ordinary cases, £1 5s.; infectious and mental, £2 2s.; maternity, £2 2s. to £8 8s.; cottage nurses, 10s. 6d. per week, or less on a subscriber's recommendation. SALARIES.—Private nurses, £30; district midwives, £35; district pupils, £14 to £16. Laundry and uniform provided. Patients are received in the home: Terms, £3 3s. to £4 4s. per week. Federated to the Royal National Pension Fund for Nurses.

**Sunderland District Nursing Association,** Victoria House, 28 Murton Street, Sunderland (affiliated to the Q.V.J.I.N.). LADY SUPERINTENDENT; 8 District Nurses.—NURSES' SALARIES.—£25 to £35.



**Sunderland Nursing Institution**, Borough Road, Sunderland. Telegraphic address—"Nursing, Sunderland." Beds, 3 for Paying Patients. **MATRON**; 30 Private Nurses, several of whom have monthly training in additional to general.

After a personal interview (if possible), candidates must come 1 or 2 months on trial. They should be between 22 and 35 years of age, must produce satisfactory evidence as to character, education and health, and of having received at least 2 years' training in a general hospital (3 years preferred). Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates besides one for general hospital training of not less than one year. One month's notice of leaving given and required. **RECREATION** according to the requirements of patients, *not less* than 1 hour for outdoor exercise every day being expected by the rules under which nurses are sent out; 3 weeks' holiday in a year, and after 3 years 1 month. **FEES CHARGED**.—Ordinary cases, £1 5s.; mental, £2 2s. per week; maternity, £6 6s. per month and £1 1s. registration fee; infectious, £1 10s. per week, and £1 1s. on completion of engagement for quarantine expenses; small-pox, £2 2s. a week and £2 2s. quarantine expenses. **SALARY**, £32, rising £1 yearly to £35 per annum, and bonus according to length of service when funds allow. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform provided. Nurses are recommended to join the Royal National Pension Fund.

**Swansea and South Wales Nursing Institute**, Brunswick Place, Swansea. **LADY SUPERINTENDENT**; 35 Private Nurses.

Candidates must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must have received 3 years' training in a general hospital. One month's notice given and required. **RECREATION**.—Nurses, by the rules under which they are sent out, must have 9 hours' rest daily; 4 weeks' holiday yearly. **FEES CHARGED**.—Ordinary cases, £1 6s.; infectious, mental and massage, £2 2s. per week; maternity cases, £7 7s. a month. **SALARY**, £35 to £40 and bonus. Board, lodging, laundry (when not at cases) and uniform provided.

**Swansea General Hospital Private Nursing Staff**. **MATRON**; 5 Nurses.

**FEES CHARGED**.—Medical and surgical cases, £1 6s. a week; infectious, £2 2s.; 1 day or night, 5s.; attending operations, 7s. 6d. **SALARY**, £30 to commence. Board, lodging, laundry, indoor and outdoor uniform are provided. For further particulars] see page 79,



**\* Taunton District Nursing Association,** Canon Lodge. 2 District Nurses; 2 Maternity Nurses.

Candidates must be between 25 and 40 years of age, produce satisfactory evidence of health, and have had 3 years' hospital training. Maternity nurses must have L.O.S. diploma. SALARIES, £32 to £42.

**Taunton and Somerset Hospital Private Nursing Staff.** MATRON; ASSIST. MATRON; 21 Private Nurses.

After 2 years' training in the hospital nurses are employed on the private staff. After 4 years' service 1 month's notice is required. SALARIES, £20 to £35 per annum. FEES CHARGED.—Ordinary, £1 5s. a week; infectious, £2 2s.; mental and nervous diseases, £1 11s. 6d.; massage, £2 2s. per week. For further particulars see page 79.

**Torquay.—Nurses' Institute,** Abbey Road. (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT; 4 Queen's District Nurses.

**Walsall.—Victoria Nursing Institution,** "Hollyhurst," Lichfield Street. LADY SUPERINTENDENT; 9 Private Nurses; 3 District Nurses. About 2 vacancies occur annually.

Applicants must be between 23 and 30 years of age, and 1 month's trial is required. Candidates must produce satisfactory evidence of health, character, and education, and must have had at least 3 years' general training. One month's notice of leaving is required. RECREATION, 2 hours daily; 3 weeks' holiday in the year. Laundry, board (when not at cases), and uniform is provided. SALARIES, £30 per annum, with 5 per cent. on infectious and mental cases. FEES CHARGED.—Ordinary cases, £1 1s.; infectious, mental, and massage, £2 2s. a week; maternity cases, £6 6s. a month.

**Watford District Nursing Association** (affiliated to Q.V.J.I.N.). 1 Nurse. SALARY, £100 including lodging, laundry and uniform. RECREATION.—4 weeks yearly.

**West Malling.—Kent Nursing Institution for Hospital-Trained Nurses.** Telegraphic address—"Kent Nurses, West Malling." There is also a branch at Jerningham House Tunbridge Wells. LADY SUPERINTENDENT; 60 Nurses.

Candidates for the post of nurse must have had 3 years' hospital training. FEES CHARGED.—Ordinary, £1 11s. 6d; infectious and mental, £2 2s. per week; Massage, £2 12s. 6d., per week; maternity, £6 6s. to £10 10s, the month, SALARY paid to nurses, £32 to £40, with full

uniform. There are beds for the accommodation of patients at from 3 to 7 guineas a week.

Federated with the Royal National Pension Fund.

**Winchester.—Royal Hants County Hospital Nursing Association.** Telegraphic address—"Nursing, Winchester." LADY SUPERINTENDENT; 24 Nurses.

Candidates must be between 24 and 36 years of age, must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must produce certificate of training. One month's notice given and required. RECREATION.—Nurses by the rules under which they are sent out must have 1 hour daily for outdoor exercise; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases £1 10s.; infectious and mental, £1 15s.; massage, 3s. 6d. per hour; maternity, £6 6s. to £8 8s. a month. SALARY, £30 to £36 per annum. (A reduction in the fees is sometimes made when the circumstances of the person show a reasonable ground for doing so, such reduction being according to the circumstances.) Board, lodging and laundry (when not at cases), indoor and outdoor uniform provided. For further particulars see page 81.

**Windsor. — H. R. H. Princess Christian's Trained Nurses' Home,** 1 and 2 Clarence Villas. Telegraphic address—"Nurses, Windsor." Telephone—"0157 Windsor." (District Nurses affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 20 Private Nurses; 7 District Nurses; 1 Midwife.

This institution was started in 1887 by H.R.H. Princess Christian with the object of providing trained nurses free to the sick poor of Windsor and the neighbourhood. Under the personal guidance of Her Royal Highness the scheme has largely developed. Commencing with 1 district nurse, there is now a staff of 3 district nurses and 1 midwife living in the Home, and 1 district nurse residing in Eton, and also 20 private nurses.

After a personal interview (apply to the Lady Superintendent at 1 Clarence Villas) and 1 month's trial, an agreement for 1 year is entered into. Candidates must be between 27 and 40 years of age, must produce satisfactory evidence as to character and health, and "must be thoroughly trained and experienced nurses," having received 3 years' training in a general hospital. One month's notice of leaving given and required. One month's holiday yearly allowed, and 2 nights' rest between cases of length and severity. FEES CHARGED for private nurses.—Ordinary cases, £2 2s. (half-week, £1 1s.); infectious, mental, and massage, £2 12s. 6d. to £3 3s. per week; maternity cases, £8 8s. to £12 12s.

a month ; daily visits, from 1s. per half-hour, or 7s. 6d. and 10s. 6d. per day or per night. Terms are reduced in special cases. **SALARIES.**—Private nurses, 1st year, £30 ; 2nd year, £35, rising £2 yearly, to £40 ; district nurses, £30 to £35. Bonus of  $2\frac{1}{2}$  per cent. on earnings of £80 or 38 weeks' work. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform provided.

**Wolverhampton.—Queen Victoria Nursing Institution,** Bath Road. Telegraphic address—"Nursing, Wolverhampton." Beds for patients, 7. **LADY SUPERINTENDENT**, 1 Assistant Matron ; 32 Private Nurses ; 4 District Nurses ; 2 Probationers. The institution was founded as a town memorial of the Queen's Jubilee. District Nursing has been established, with a separate Home for District Nurses ; a new building for the accommodation of the Private Nursing Staff, with additional rooms for the use of Paying Patients was added in 1895. Applications average from trained nurses, 10.

**Nurses.**—Candidates should be between 24 and 32 years of age, and must produce satisfactory evidence as to character, health and physique, and must have had not less than 2 years' training in a recognised School of Nursing. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates. **RECREATION** according to the requirements of the patients, not less than 2 hours being expected by the rules under which nurses are sent out ; 3 weeks' holiday in a year. **FEES CHARGED.**—Ordinary cases, £1 1s. ; infectious, £1 11s. 6d. ; mental, small-pox and massage cases, £2 2s. per week ; surgical operations, £1 11s. 6d. ; monthly cases (from date of engagement), £1 11s. 6d. per week. **SALARIES**, £25 to £35 per annum, with bonus at the end of the year in addition. Board, lodging and laundry (when not at cases), indoor and outdoor uniform are provided. Affiliated to the Royal National Pension Fund.

**Worcester City and County Nursing Institution,** Holyrood House, Tything, Worcester. **LADY SUPERINTENDENT** ; 26 Nurses ; 8 Probationers.

**Nurses.**—After a personal interview and 1 month's trial, applicants are received as nurses. Candidates must be no less than 24 years of age, and must produce satisfactory evidence as to character, education, health and physique, and certificates of not less than 2 years' training. Maternity nurses require midwifery certificates. Three months' notice of leaving is required. Four weeks' holiday in a year. **SALARIES**, £30 to £34 per annum. Indoor and outdoor uniform, board, lodging and laundry when not at cases are provided in the home. **FEES CHARGED**,

—Ordinary and infectious cases, £1 11s. 6d.; mental, £3 3s. per week; maternity cases, £8 8s. per month.

Patients are also received into the institution; fee, £3 3s. to £5 5s. weekly.

*Probationers.*—After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be about 22 years of age, and have to serve the institution for 3 years after the completion of training which is undergone at General Hospital, Croydon, Salisbury General Hospital, Salop Infirmary, Shrewsbury, or the Worcester General Infirmary. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £6; 3rd year, £10; 4th year, £20. Laundry and indoor uniform provided during training.

**\* Worcester.—St. John's House, Association for District Nursing.** SECRETARY.

Each nurse lives in her own district, and works under a local committee.

**\* Wotton-under-Edge District Nursing Association.** MATRON; 7 Private Nurses; 3 District Nurses; 2 Midwives; 9 Probationers.

*Nurses.*—Candidates should be between 25 and 30 years of age, must come for 1 month on trial, and must produce satisfactory evidence as to character, education, health and physique. One month's notice given and required. 2 or 3 weeks' holiday yearly. FEES CHARGED for private cases.—Ordinary, £1 6s. a week; infectious and mental, £2 2s., and £1 1s. for quarantine; district, from 6d. to 1s. per day, and 2s. 6d. to 15s. a week. SALARY, £14 to £22 per annum; nurses in charge of a district, £40. Board, lodging, laundry and outdoor uniform provided.

*Probationers.*—From 6 to 12 vacancies for probationers occur yearly. Applicants, who must be over 22 years of age, are sent for 6 months' training to the Bristol General Hospital. Probationers have to work for the institution for 2 years after hospital training. Certificate given. PREMIUM, £10 10s., or if unable to pay this they are required to work for the institution for a year without salary.

Applicants are received for training as *Cottage Nurses*. Fee £12 12s. for 6 months. Certificate given.

**Wotton-under-Edge Cottage Hospital Private Nursing Staff.** MATRON. For particulars see page 192.

**\* Wrexham Infirmary Private Nursing Institute.** LADY SUPERINTENDENT; 4 Nurses,

Nurses enter into an agreement to stay 1 year. One month's notice of leaving required. RECREATION, 4 weeks' holiday in the year. FEES CHARGED.—Ordinary cases, £1 1s.; infectious, £2 2s. a week; maternity, £6 6s. a month. SALARY, £25 to £30 per annum. For further particulars see page 192.

**York Home for Nurses**, 37 Monkgate, York. Under the management of the Sisters of the Holy Cross. STAFF.—Sister-in-Charge; 50 Nurses; 4 District Nurses; 20 Probationers.

*Nurses*.—Nurses desirous of employment as maternity nurses must hold a monthly nursing certificate in addition to general training. Three months' notice of leaving is required, and there is a penalty not exceeding £25 for breaking the agreement made with the institution. RECREATION.—1 hour daily is expected by the rules under which nurses are sent out; 3 weeks' holiday in the year. SALARY, 1st year, £18; 2nd year, £19; 3rd year, £21; 4th, £25, rising annually to £40. Board, lodging and laundry when not at cases are provided in the home. Nurses are provided for in the home during times of sickness. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £2 2s.; maternity cases, £6 6s. per month.

Patients requiring special medical or surgical treatment by their own professional men are received in the Home. Terms, £5 5s. a week.

*Probationers*.—After a personal interview and at least 1 month's trial, probationers are received for training, being sent to York County Hospital and other hospitals for 3 years. Candidates should be about 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. PREMIUM for probationers, *nil*. SALARY, while in training, £8.



## SCOTLAND.

**Aberdeen District Nursing Association**, Ingleboro' House, 3 Castle Hill, Aberdeen (affiliated to the Q.V.J.I.N.). HON. SECRETARY, Royal Hospital for Sick Children, Aberdeen. SUPERINTENDENT; 7 Nurses.

Candidates must comply with the regulations for probationer candidates of Queen Victoria Jubilee Nursing Institute (which see), must hold certificates of 3 years' training, and are employed subject to the usual conditions of the institute in respect to remuneration, etc.

**Aberdeen.—Royal Hospital for Sick Children Private Nursing Staff.** See page 194.

**Dumfries Branch of the Royal Scottish Nursing Institute**, 14 Castle Street, Dumfries, N.B. ASSISTANT MATRON.

The Rules and Regulations are the same as those of the Royal Scottish Nursing Institute, Edinburgh (see page 285), of which it is a branch.

**Dundee Sick Poor Nursing Society**, Caird Home, Park Place, Dundee. (Affiliated with the Q.V.J.I.N., Scottish Branch.) LADY SUPERINTENDENT; 8 Nurses.

After a personal interview and 1 month's trial, suitable applicants are required to bind themselves to the association for  $2\frac{1}{2}$  years. No nurse is eligible for employment without a 2 years' certificate from a recognised Training School. RECREATION, 2 hours daily;  $\frac{1}{2}$  day weekly; 4 weeks' holiday in a year. No fees are charged for the nurses' services. SALARY during probationership £25 per annum, afterwards £35 per annum. Laundry, indoor and outdoor uniform are provided. The Association is federated to the Pension Fund for Trained Nurses in Scotland for the purpose of assisting nurses to make provision for sickness or old age.

**Edinburgh.—Queen Victoria's Jubilee Institute for Nurses, Scottish Branch**, Scottish District

Training Home, 29 Castle Terrace, Edinburgh. HON. SECRETARY, 2 Lansdowne Crescent, Edinburgh. LADY SUPERINTENDENT; 2 Assistant Superintendents; 2 Assistant Inspectors; 1 Resident Queen's Nurse; and 19 Probationers.

The Scottish Branch of the Q.V.J.I.N. was founded in 1888. An annual grant from the Women's Jubilee Offering was assigned to it by the Council of the Institute, and the Scottish branch has from this source an income of £300 to be applied towards the training of nurses, and of £100 a year for lectures given on hygiene, gynaecology, fevers, diet, etc., and lessons on sick cookery. There are now 161 local associations affiliated to the Scottish branch, including 2 county associations with 4 and 19 sub-branches respectively.

*Nurses.*—Candidates for appointment as Queen's nurse must comply with the requirements and regulations of the Q.V.J.I.N. (which see).

*Probationers.*—From 32 to 34 probationers are received at the Edinburgh Home for training in district nursing under the supervision of a superintendent, and nurses engaged for country districts receive in addition 3 months' training in Glasgow Maternity Hospital. Glasgow, Dundee, Aberdeen and Paisley are authorised to train in district work for their own staffs.

A few probationers with no previous hospital training are also received. They are received into the home on trial for a month, and if approved, sign an agreement to serve the institute for 2 years after completion of training. They are then sent for 2 years' training to the Leith Hospital, Dundee Royal Infirmary or Barnhill Hospital (Glasgow), the institute paying for their training and giving them a SALARY of £5 for the 1st year and £10 for the 2nd, with laundry and uniform. On the satisfactory completion of their hospital course, these probationers return to the home, and are trained in district nursing for 6 months. If a course of midwifery training is given, the fee is paid by the institute, but during the 3 months the nurse spends at the Glasgow Maternity Hospital she receives no salary, and she has to serve the institute for a further 6 months, making 5 years in all.

There is a pension and sick fund.

For a list of places in Scotland where Queen's District Nurses are employed, see page 232.

**Edinburgh.**—**Royal Scottish Nursing Institution**, 69 Queen Street and 20 Torpichen Street. Telegraphic address—"Matron, Edinburgh." LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT (14 Castle Street, Dumfries); 127 Private Nurses; 10 Monthly Nurses and 10 Midwives; 17 Probationers. There is a branch at Dumfries.

*Nurses.*—Candidates must be from 25 to 45 years of age, must produce satisfactory evidence of character, education, health and physique, and must have received at least 3 years' training in a general hospital. Monthly nurses are a class apart, and must hold midwifery or monthly nursing certificate. Three months' notice given and required. RECREATION, at least  $1\frac{1}{2}$  hours daily; 4 weeks' holiday in the year. FEES CHARGED.—Ordinary, £1 10s.; infectious, mental or massage, £2 2s. a week; small-pox and cholera, £2 10s.; maternity, £8 8s. a month. SALARY, £30 to £48. A bonus is given according to the number of weeks a nurse has worked during the year. Board, lodging, laundry and uniform provided. Nurses not sharing in the bonus are entitled to a pension of £15 per annum after 15 years' service if invalided and if approved by the Committee. There is a sea-side home where nurses from infectious cases go before returning to the Edinburgh home.

*Probationers.*—From 12 to 15 probationers are received yearly. They must be from 24 to 28 years of age, and are sent for 3 years' training to the Leith Hospital, the Chalmers' Hospital, the Stockton-on-Tees Hospital, the Ayr County Hospital, the Paisley Royal Infirmary, Scarborough Hospital or Sheffield General Infirmary. They must sign an agreement to serve the institution for 2 years after the completion of their training. A certificate is granted. PREMIUM, *nil*, but a deposit of £5 caution money, which is returned with interest on the fulfilment of their engagement. SALARY, 1st year, £5; 2nd year, £8; 3rd year, £10 per annum; 4th year, £15; 5th year, £20.

**The Royal Scottish Nursing Home**, at 20 Torpichen Street, a branch of the above institution, has been opened for the benefit of gentle folk to whom moderate charges are a necessity. There is a fully equipped operating room, a resident matron, and only the fully trained nurses of the Royal Scottish Institution are employed. FEES— $1\frac{1}{2}$  to 4 guineas weekly.

**Glasgow Sick Poor and Private Nursing Association**, 218 Bath Street, Glasgow. (Affiliated to Q.V.J.I.N., Scottish Branch.) LADY SUPERINTENDENT; 2 DISTRICT SUPERINTENDENTS; 27 District, 24 Private Nurses; 18 Probationers. Applications, 60 to 70, and vacancies, 6 to 8.

*Nurses.*—Candidates for either division of nurses must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of 3 years' training from a general hospital. Those desirous of being employed in maternity work must, in addition, hold midwifery or monthly nursing certificates. One month's notice is required before leaving the service of the Association. RE-

CREATION, 8 hours' rest out of the sick room; a short walk daily, and time to attend church once on Sunday, whenever possible, is expected by the rules under which private nurses are sent out. Private nurses, 3 weeks' holiday; district nurses 4 weeks' in a year. FEES CHARGED.—Ordinary cases, £1 10s.; typhus and small-pox, £2 2s.; other infectious cases, £1 10s.; mental, from £1 10s. to £2; maternity cases, £2 2s. per week. SALARY.—Nurses with certificates of 3 years' general training, 1st year, £30; following years, £35; nurses with fever training only, £25, rising £2 yearly to £35 per annum. Board, lodging and laundry are provided. Indoor and outdoor uniform is provided for district nurses; indoor uniform for private nurses and probationers. There is a Benefit Fund to assist nurses during sickness and old age.

*Probationers* should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (if possible) and a month's trial, suitable applicants are received for training, agreeing to remain in the service of the institution for 2 years after the completion of that time. They are sent for a period of 3 years to one of the following hospitals: the Royal Infirmary and Belvidere Fever Hospital, Glasgow; Paisley Infirmary; Dundee Royal Infirmary; Ayr County Infirmary; Bolton Union Infirmary; and Sheffield Union Infirmary; being subject during their probationership to the rules and to the matron of the Training School. Probationers who break their engagements with the Association are liable to a fine. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; 4th year, £20; 5th year, £25. Laundry and uniform provided.

**\* Glasgow Training Home for Nurses, 250 Renfrew Street.** HON. LADY SUPERINTENDENT; 110 Nurses.

Candidates must be between 25 and 40 years of age, and must produce satisfactory evidence as to character and education, and pass a medical examination by a medical officer of the institution. After 1 month's trial applicants for training are received into the home for 3½ years' training. After the expiration of the 3½ years' engagement, nurses may be re-engaged; 3 months' notice is then required before leaving. The nurses must be total abstainers. 2 weeks' holiday allowed during the year. SALARY.—Probationers, 1st 6 months, *nil*; afterwards, 1st year, £14; 2nd year, £17; 3rd year, £20. Nurses, £30 per annum, with bonus of 10 per cent. on earnings. Board, lodging, uniform and washing provided. FEES CHARGED.—Ordinary cases, £1 10s. a week; infectious, mental and dipsomania, £2 2s., and 1 guinea for disinfection after fever; surgical, £2 2s; monthly nurses, £2 2s. per week. There

are beds in the Home at from 1 to 6 guineas. There is a Sick Fund for nurses.

**Johnstone, Elderslie and Kilbarchan District Nursing Association,** Johnstone. (Affiliated to the Q.V.J.I.N.)  
HON. SECRETARY ; 2 District Nurses.

The conditions under which the nurses work are those framed by the Q.V.J.I.N. (which see).

**Kilmarnock Nursing Association.** (Affiliated to the Q.V.J.I.N.)  
LADY SUPERINTENDENT ; 4 Nurses.

The conditions under which the nurses work are those framed by the Q.V.J.I.N. (which see).

\* **Perth.—Nurses' Home,** Stormont Street. (Perth Sick Poor Nursing Association.) (Affiliated with the Q.V.J.I.N.) 2 Queen's Nurses.

The conditions under which the nurses work are those framed for the Q.V.J.I.N. (which see). SALARY, £35 per annum. Board, lodging indoor and outdoor uniform are provided.



## IRELAND.

**Ballymena (Co. Antrim) Ladies' District Nursing Society** (affiliated to the Q.V.J.I.N.). 2 Queen's Nurses.

SALARY.—£30 to £35, with board, lodging, laundry and uniform.

**Belfast Nurses' Home and Training School**, Frederick Street, Belfast. LADY SUPERINTENDENT; 66 Private Nurses; 20 Probationers. Applications average 200, and vacancies 24 yearly.

This home was founded in 1871 to provide qualified nurses suitable for the Royal Victoria Hospital, Belfast, and for private nursing. FEES charged for medical and surgical cases, £1 5s.; infectious cases, £1 10s.; mental and massage, £2 2s. per week; maternity cases from £6 6s. per month. Daily nursing in the city and immediate neighbourhood is undertaken; fees, ordinary cases, 2s. first hour; 1s. every additional hour; operations, 5s.; no infectious cases taken on this service. SALARIES to nurses on permanent private staff, £30 per annum, with 10 per cent. bonus on their earnings or nurses can receive their own fees if preferred.

\* **Belfast.—Society for Providing Nurses for the Sick Poor**, 3 College Square North. LADY SUPERINTENDENT; 11 Nurses.

Candidates should be between 25 and 40 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years' training from a recognised school of nurses. Midwifery or monthly nursing certificates are also desirable. After a personal interview with the Nursing Council suitable candidates are elected by Nursing Council and matron. Three weeks' holiday in a year. SALARY, £45 per annum. The nurses board and lodge in the various districts to which they are attached. Indoor and outdoor uniform is provided. The society is federated to the Royal National Pension Fund, and has a superannuation fund of its own for a few nurses too old to join this fund.

**Cork.—County and City of Cork Lying-in Hospital Private Nursing Staff.** For particulars see page 207.

**Cork.—North Charitable Infirmary Private Staff.** See p. 89.

**Cork.—South Charitable Infirmary Private Staff.** See p. 89.

**\* Cork.—Victoria Hospital for Women and Children Private Nursing Branch.** Telegraphic address—"Nursing, Cork." LADY SUPERINTENDENT; 18 Private Nurses; 8 Midwives.

**FEES CHARGED.**—Ordinary cases, £1 1s.; mental, infectious and massage cases, £2 2s.; maternity cases, £1 11s. 6d. a week. **SALARY,** £30 a year, and 10s. 6d. per week extra for mental, infectious and maternity cases. One month's notice is required. Six weeks' holiday in the year. For further particulars see page 207.

**Cork.—Miss Woodroffe's Nursing Institution and Nurses' Home.** LADY SUPERINTENDENT; 25 Private Nurses; 10 Monthly Nurses.

Nurses should be between 25 and 30 years of age, and a personal interview is necessary. They must have had at least 2 years' training and must give evidence of character, education, health and physique. **SALARY,** nurses receive all they earn, paid quarterly. Resident nurses pay £2 12s. 6d. per quarter towards establishment, and 1s. 6d. per day when in the institution for their board. Non-resident nurses pay a commission fee of £1 6s. 3d. per quarter. **FEES CHARGED.**—Ordinary cases, £1 1s. per week; infectious, £1 11s. 6d. to £2 2s.; mental and massage, £2 2s.; maternity, £1 11s. 6d. per week (monthly nurses who have no general hospital training, £1 1s. per week).

**Dublin.—Adelaide Hospital Private Nursing Staff.** For particulars see page 90.

**Dublin.—City of Dublin Nursing Institution (Limited),** 27 Upper Baggot Street, Dublin. (Incorporated as a Public Company, 7th February, 1884). Telegraphic address—"Nursing, Dublin." Telephone 1841, Dublin. LADY MANAGER; 104 Nurses; 52 Probationers; 6 Midwives. Applications from nurses average 200, and vacancies 50 yearly.

**Nurses.**—Candidates should be between 20 and 40 years of age, must produce satisfactory evidence as to character, health and physique, and hold certificates of not less than 3 years' training from a recognised Nurse Training School. Every nurse sent out from the institution has had at least 2 years' hospital training, has had a full course of instruction, and has passed examinations in anatomy, physiology, hygiene and nursing duties. **RECREATION** according to the requirements of patients, not less than 2 hours off duty being required by the rules under which nurses are sent out by the institution; 6 weeks' holiday in a year. **FEES CHARGED.**—Ordinary cases, £1 1s.; infectious and

mental cases, £1 11s. 6d.; massage cases, £2 2s. per week; maternity, £6 6s. per month. SALARY, from £24 per annum, with bonus out of the net profits of the institution, and extra fees for mental, massage and infectious cases. Board, lodging, laundry (when not at cases), indoor uniform are provided.

*Probationers.*—Candidates without previous hospital training are also received and trained for private nursing. Applications average 400, and vacancies 50 to 60 yearly. After a personal interview with the Board and 3 months' trial, applicants are sent to the Mercers Hospital, Dublin; Crumpsall Infirmary, Manchester; City Hospital, Birmingham, and have to serve the institution for a further 2 years. SALARY, 1st year, £10; 2nd year, £15. Paying probationers are also received. PREMIUM, £30.

### **Dublin.—Dr. Steeven's Hospital Private Nursing Department.** SUPERINTENDENT.

FEES CHARGED.—Ordinary cases, £1 1s.; mental and fever cases, £1 11s. 6d.; massage, £2 2s. per week. For further particulars see page 90.

**Dublin.—Fever Hospital and House of Recovery Private Nursing Staff,** (Weir Nurses' Home). LADY SUPERINTENDENT; 10 Nurses. The private nurses are always taken from those trained in the hospital.

FEES CHARGED.—£1 11s. 6d. per week. SALARY, £20 per annum with uniform, and a percentage of their earnings. For particulars see page 209.

### **Dublin.—Mater Misericordiæ Hospital Private Nursing Staff.** LADY SUPERIOR; 30 Nurses.

Only nurses trained in the hospital employed. FEES.—Medical, surgical and fever cases, £1 1s. per week; massage and mental cases, £2 2s. per week. RECREATION, 1 month annually. SALARY, £16. Outdoor uniform provided. For further particulars see page 92.

**Dublin.—Queen Victoria's Jubilee Institute for Nurses, Irish Branch.** Office—12 Upper Pembroke Street, Dublin. SUPERINTENDENT; ASSISTANT SUPERINTENDENT. TRAINING HOMES.—*St. Patrick's*, 101 Stephen's Green, Dublin; Lady Superintendent. *St. Lawrence's*, 34 Rutland Square, Dublin; Lady Superintendent. The former home trains candidates of the Protestant denominations; the latter those of the Roman Catholic Church.

*Nurses.*—The regulations for the Irish branch are identical with those for England and Wales (which see). On the completion of their district training the nurses are passed on to other places throughout Ireland, wherever the local committees are willing to comply with the conditions of affiliation imposed by the "Queen's Institute". There were on 1st January, 1904, including the Dublin Training Homes, 75 such associations scattered throughout the country, and to this number new districts are being constantly added.

*Paying Probationers* at St. Patrick's are charged by the home at the rate of 12s. 6d. a week. (See below.) They also provide their own uniform. Further particulars with regard to these special arrangements can be obtained on application from the superintendent of St. Patrick's Home.

*Probationers.*—About 26 vacancies for probationers occur yearly between the 2 homes.

For a list of places in Ireland where Queen's Nurses are employed, see page 234.

**Dublin Red Cross Training School for Nurses,** 87 Harcourt Street, Dublin. LADY SUPERINTENDENT.

The training of nurses in this institution is carried on at the Meath Hospital, Dublin, and at the National Children's Hospital, Dublin. Nurses may be sent out in charge of private cases at the end of the period of 1 year's training.

Sister's SALARY, one-half the fees earned and 6 guineas for uniform. If appointed as staff sisters to the Meath Hospital £30 per annum with uniform. FEES FOR CASES.—Medical and surgical, £1 1s.; infectious, £1 11s. 6d.; mental, £2 2s.

For further particulars see Meath Hospital, page 92.

**Dublin.—Rotunda Hospital Private Nursing Staff.** FEES CHARGED.—Midwifery cases £1 5s. a week, town; gynaecological cases, £1 10s. a week, country. For further particulars see page 210.

**Dublin.—The St. Patrick's Nurse's Home,** 101 St. Stephen's Green. LADY SUPERINTENDENT; ASST. SUPERINTENDENT; 7 Staff Nurses; 5 Probationers.

This institution for supplying trained nurses to the sick poor in their own homes was founded in 1876 upon the lines of the National and Metropolitan Nursing Association, Bloomsbury, and affiliated with Q.V.J.I.N. in 1890. Vacancies average 10 yearly for Queen's Probationers who are trained in district nursing for posts in England and

Ireland. Paying probationers also become Queen's Nurses after 6 months' satisfactory training, but enter into no agreement with the institute. Candidates should be between 25 and 35 years of age, and must hold a certificate of at least 2 years' training from a recognised general hospital, and produce satisfactory evidence as to character, health and physique. Probationers are required to pass examinations on courses of lectures given by doctors of eminence in, each of the following subjects: hygiene, foods, fevers and gynæcology. RECREATION, 4 to 6 weeks in the year. No charge is made for nurses' services. SALARIES.—Staff nurses, £35 per annum, increasing £5 each 5 years up to £50 in addition to board and lodging, uniform and laundry. Each nurse has a separate bedroom and the use of a common sitting-room.

**Limerick. — Barrington's Hospital Private Nursing Staff.** For particulars see page 212.

**Omagh. — Tyrone County Hospital Private Nursing Staff.** See page 213.





GOVERNMENT DEPARTMENTS, HOSPITALS  
AND INSTITUTIONS IN GREAT BRITAIN  
WHERE NURSES ARE EMPLOYED BUT  
NOT TRAINED.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (\*).



## V. — GOVERNMENT DEPARTMENTS, HOSPITALS AND INSTITUTIONS IN GREAT BRITAIN WHERE NURSES ARE EMPLOYED BUT NOT TRAINED.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (\*).

The following details concerning selected institutions are supplied with a view of showing the kinds of employment, number of vacancies, rates of remuneration, and conditions of service obtainable by those who, on completing their training, do not desire to act as Private Nurses, and who may not be eligible for staff appointments in their Training School. It is not intended to be an exhaustive list of places where trained nurses are employed (this may be found in *Burdett's Hospitals and Charities*), but the Editor hopes it will be found typical :—

### LONDON.

**Army Nursing Service Reserve**, 68 Victoria Street, S.W. This is a reserve of nurses, which was formed in 1896 at the suggestion of H.R.H. Princess Christian, to supplement the Army Nursing Service of the army (now Queen Alexandra's Imperial Military Nursing Service), in the event of war on an extended scale. In time of peace the control rests with a specially constituted committee, under the presidency of H.R.H. Princess Christian; but in time of war those members who are called up for duty are entirely under the control of the Army Council.

*Qualifications of Candidates.*—A candidate for appointment must not be under 25 or over 35 years of age.

A candidate is required to sign a declaration \* of her willingness, in the event of war, to accept service, if called on to do so, in a military

\* The form of declaration will be supplied to intending candidates on application to the Honorary Secretary, Army Nursing Service Reserve, 68 Victoria Street, London, S.W.

hospital in the United Kingdom, and she must forward the following with the declaration form: (a) A certified copy of the entry in the register of her birth, or, if this is not obtainable, a declaration made before a magistrate by one of her parents or guardians, giving the date of her birth. (b) A certificate that she has completed, to the satisfaction of the hospital authorities, a course of not less than 3 years' training and service combined in a civil general hospital. (c) A recommendation from a person of social position (not a member of her own family) to the effect that by education and conduct she is in every way a desirable person to enter a service composed of ladies. (d) Two recent testimonials of efficiency in medical and surgical nursing from registered practitioners under whom she has worked. (e) A certificate from a registered medical practitioner that she is in good health.

A recommendation from the matron of the civil hospital at which she was trained, certifying that she considers the candidate suitable for appointment to the Army Nursing Service Reserve will also be required in every case, but will be applied for by the Committee.

*Dress.*—Members, when not called up for military duty, are not bound by any rules as regards dress or uniform, but are expected to wear at all times the badge of the Army Nursing Service Reserve. The badge \* will be worn on the right breast. When members are called up for Army service they will become amenable to the ordinary regulations of the Queen Alexandra's Imperial Military Nursing Service.

*Pay and Allowances.*—When called up for duty a member of the Reserve will receive pay at the rates authorised for Queen Alexandra's Imperial Military Nursing Service, and in addition, on cessation of employment, a gratuity varying with her appointment and length of time employed, and subject to the following conditions:—

- (a) The service rendered by a member must have been in all respects of a satisfactory nature and certified to by a responsible officer.
- (b) The cessation of employment must have been due to causes beyond the member's own control.
- (c) Any member relinquishing her engagement for reasons within her own control will forfeit her title to a gratuity, even though her services may exceed a year.

\* The device on the badge, which is of silver and of the form of a brooch, is a Geneva Cross, with a crown at the end of each arm of the cross. Between the arms are representations of the rose, thistle, shamrock and acorn and the badge bears the inscription, "Princess Christian's Army Nursing Reserve".



A special allowance in lieu of board and washing at the rate of 15s. a week at a home station, or of 21s. a week at a station abroad, will be granted to members of the Reserve when called up for duty. A special allowance for the provision of clothing will also be granted to such members at the following rates: Annual clothing and cloak allowance abroad, £9; at home, £8. The other allowances at stations abroad, including the allowance for servants, will be at such rates, not exceeding those of a departmental officer of subaltern rank, as the Army Council may determine.

*Retirement.*—On attaining the age of 50, members will cease to belong to the Reserve.

**Invalid Children's Convalescent Nursing Home,** Winifred House, Wray Crescent, Tollington Park, N. Beds, 20. LADY SUPERINTENDENT; 3 Nurses.

Young ladies desiring to take up hospital nursing, but who are under the age at which large Nursing Schools admit probationers, are received for training, and if considered suitable are recommended to hospital authorities for probationership. Applications average 20, and vacancies 2 yearly. Candidates should be at least 20 years of age, must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' practical instruction in the nursing of delicate children. Instruction is given by the lady superintendent upon physiology, the nursing of children, etc. Certificates are not granted, but testimonials of efficiency are given upon satisfactorily completing engagements. RECREATION, 1½ hours daily; 1 day monthly; 2 weeks' holiday in a year. SALARY, £12 per annum. Laundry, material for uniform dresses and outdoor costume are provided. Separate bedrooms provided.

**Queen Alexandra's Imperial Military Nursing Service.** Established by Royal Warrant dated 27th March, 1902. Address—The Secretary, War Office, 68 Victoria Street, S.W.

The Nursing Board under which the Service is controlled is composed as follows: President, Queen Alexandra; Vice-President, The Countess Roberts, C.I., R.R.C.; Chairman, the Director General of the Army Medical Service. Members of the Advisory Board—Sir F. Treves, Bart., and the Deputy Director General. MATRON-IN-CHIEF—Miss Sidney Browne, R.R.C., Queen Alexandra's Imperial Military Nursing Service. TWO MATRONS OF CIVIL HOSPITALS—Miss Monk and Miss

Cave. TWO MEMBERS NOMINATED BY HER MAJESTY—Viscountess Downe and Hon. Sydney G. Holland. Secretary, Lt. Col. Skinner.

*Constitution.*—The Service consists of H.M. the President, Matron-in-Chief. 2 Principal Matrons (one serving at home and one in South Africa). Matrons, Sisters and Staff Nurses, and such non-commissioned officers and 1st class orderlies of the Royal Army Medical Corps as have been specially recommended. The two former classes are, as a rule, but not necessarily, filled up from the grade below it, by selection, on grounds of experience, administrative capacity, and personal fitness.

*Appointment and Qualification of Candidates.*—A candidate for the position of staff nurse or sister must be between 25 and 35 years of age, single or a widow, and possess a certificate of not less than 3 years' training and service in medical and surgical nursing in a civil hospital recognised by the Advisory Board. She must be of British parentage, or a naturalised British subject. The matron-in-chief will be required to satisfy the Nursing Board that, as regards education, character and social status, she is a fit person to be admitted to Queen Alexandra's Imperial Military Nursing Service. The candidate will be required to fill in a declaration which will be forwarded to her on application, and to produce the following documents:—

- (a) A certificate of registration of birth; or, if this is not obtainable, a declaration made before a magistrate by one of her parents or former guardians, giving the date of her birth.
- (b) Her certificates of training (in original).

Before being appointed the candidate will, if physically fit, appear before a sub-committee of the Nursing Board, which will make recommendations as to her appointment. Arrangements will be made for her physical examination at headquarters.

*Terms of Appointment—Staff Nurses.*—If accepted for service, a staff nurse will be appointed provisionally for a period of 6 months. A special report will be made at the end of the provisional period as to the staff nurse's work, conduct and suitability in all respects for the Queen Alexandra's Imperial Military Nursing Service. These special reports will be made by the matron of the hospital, and will be forwarded to the matron-in-chief through the officer in charge of the hospital, to be laid before the Nursing Board.

*Sisters and Matrons.*—Sisters and matrons will be recommended by the Nursing Board on the advice of the matron-in-chief.

*Dress.*—Members will provide themselves with the following uni-

form : *Matron-in-Chief*—Grey uniform, faced with scarlet, and braided ; scarlet cape. *Principal Matrons and Matrons*—Annual, 1 grey serge dress and 2 grey alpaca dresses (with scarlet cuffs), 6 muslin caps, 6 turned down collars, 6 pairs cuffs, 2 scarlet capes, 1 grey bonnet : triennial, 1 summer and 1 winter cloak, grey, with scarlet collar. (In hospitals where matrons are required to nurse, they will provide themselves with 1 grey alpaca dress instead of 2, 2 grey washing dresses and 6 aprons.) *Sisters and Staff Nurses*—Annual, 1 grey serge dress and 3 grey washing dresses (with 2 scarlet bands 1 inch wide on the cuffs in the case of sisters), 6 muslin caps, 6 turned down collars, 6 pairs cuffs, 2 scarlet capes, 1 grey bonnet, 8 aprons ; triennial, 1 summer and 1 winter cloak.

*Badge and Uniform*.—The Queen's Badge for H.M. Imperial Military Nursing Service is always to be worn by members when in uniform.

Members of all ranks may wear a special evening dress of approved pattern ; cap to be worn but no apron. Grey waterproof may be worn when required.

Helmets or white sailor hats, with plain distinctive ribbon bands, to be worn when serving in hot climates, in the country, or in the hospital grounds.

The uniform must be purchased by the members of the Service themselves, an allowance for this purpose being granted. (See under Pay and Allowances.) The establishments selected to supply it will be intimated to them on application to the matron-in-chief.

The accounts and vouchers of uniform supplied will be kept by the matrons for inspection by the matron-in chief.

*Service Abroad*.—The period of service abroad, reckoning from the date of embarkation at home, will be from three to five years, according to climate, unless such period be incompatible with the interests of the public service.

*Leave of Absence*.—Pay during ordinary leave of absence may be granted in each financial year for the following periods : Matron-in-chief, principal matron and matron, 6 weeks ; sister, 5 weeks ; and staff nurse, 4 weeks.

Pay may be granted for leave of absence which has accumulated for not more than 3 years during service at a station abroad.

Pay (but not charge pay) during leave of absence on account of injury or sickness may be granted as under :—

(a) If absent from injury or sickness caused by the Service, full pay may be given for a period of 12 months, and half-pay for a further period of 6 months. In exceptional cases, half pay may be issued for a still further period up to a maximum of 6 months, if approved by the

Army Council. (b) When the injury or sickness is not caused by the Service full pay may be granted for a period of 3 months, and after 20 years' service two-thirds pay; or with less than 20 years' service half-pay for a further period of 3 months. In special circumstances, and subject to the approval of the General Officer commanding, pay at the reduced rate may be granted for a 3rd period of 3 months. (c) When the sickness occurs at the station, a period not exceeding thirty days shall, if duly certified by the regulated medical authority, be excluded from the period of absence on ordinary leave to which the issue of pay is limited.

*Pay and Allowances.*—The pay is as follows: Matron-in-Chief at the rate of £300 a year, increasing £10 a year to £350; Principal Matron, £175 a year, increasing £10 a year to £205; Matron, £75 a year, increasing £10 a year to £150; Sister, £50 a year, increasing £5 a year to £65; Staff Nurse, £40 a year, increasing £2 10s. a year to £45.

A matron may be granted charge pay at a rate not exceeding £30 a year, according to the magnitude of her charge.

During absence on sick leave of a matron or sister who has been granted charge pay, such pay may be drawn by the person actually in charge.

In addition to these salaries and allowances, the necessary establishment of servants is provided when servants' allowance is not drawn. Pay may be issued in advance for a period not exceeding one month prior to embarkation for service abroad.

In addition to these payments an allowance in lieu of board and washing at the rate of 15s. a week at a home station, or of 21s. a week at a station abroad is granted to each member. A special allowance for the provision of clothing is also granted, except to the matron-in-chief, at the following rates: Annual clothing and cloak allowance abroad £9, at home £8. Outfit allowance when proceeding on active service, £8 5s. An allowance of 10s. 6d. a week for board, etc., is granted to the servant appointed to attend on the members of the Queen Alexandra's Imperial Military Nursing Service. The other allowances at stations abroad, including the allowance for servants, will be with the exception of the matron-in-chief and principal matrons, who will be entitled to allowances of their class at such rates, not exceeding those of a departmental officer of subaltern rank, as the Army Council may determine.

#### RETIREMENT, PENSIONS, AND GRATUITIES.

A member of Queen Alexandra's Imperial Military Nursing Service, who was previously employed with that service, or with the late Army



Nursing Service, may count the period of such employment for pension.

A member may retire voluntarily on pension on attaining the age of 50, and shall be compulsorily retired at the age of 55.

If pensioned on account of disability, 1 year of service in a tropical climate may count as 2 years towards pension.

She shall be entitled to retire on pension after 10 years' service if she is rendered unfit for hospital duty through disease or injury, certified by the regulated medical authority to have been caused by the service.

She may at any time be required to retire on account of unfitness for the duties of her appointment, with such gratuity as she may be entitled to under Article 682R of the Pay Warrant.

The pension shall be calculated on the rate of pay at the time of retirement, and shall, after 10 years' service, be 30 per cent. of such pay, with an additional 2 per cent. for each year of service in excess of 10, up to a maximum of 70 per cent. of such pay.

In any case of special devotion to duty, a higher pension, not exceeding £50 a year, may be granted.

If disabled in the Service, after 5 but under 10 years' service, such rate of pension below that fixed in Article 682N of the Pay Warrant shall be granted as may be determined by Army Council. If she has served for less than 5 years when disabled, she shall receive a gratuity, to be determined in like manner.

A member of Queen Alexandra's Imperial Military Nursing Service retired under Article 682M of the Pay Warrant may, provided she has not been guilty of misconduct, be granted a gratuity of 1 month's pay for each year of service, if not entitled to a pension under Article 682N of the Pay Warrant.

In cases where a member of Queen Alexandra's Imperial Military Nursing Service is pensioned for a disability not permanently unfitting her for duty, the pension shall cease on the date when she again becomes fit for duty, unless there should then be no vacancy, in which case, should she be willing to continue her service, she may remain on pension for a period not exceeding one year, pending a vacancy.

A member of Queen Alexandra's Imperial Military Nursing Service, retiring without having previously obtained permission to do so shall forfeit all claim to pension or gratuity.

On a matron, sister or staff nurse becoming non-effective, she will hand over her copy of the Regulations for Army Medical Service, etc., and of the Manual for the Royal Army Medical Corps in her possession to the officer in charge of the hospital, who will forward them direct to the principal medical officer for disposal.



**Queen Alexandra's Royal Naval Nursing Service.** Address—The Director-General, Medical Department of the Navy, Admiralty, 18 Victoria Street, S.W. **PRESIDENT, H.M. Queen Alexandra.**

The Female Nursing Establishment consists of 2 grades, *viz.*: Head Sisters and Sisters, and the former are, as a rule, appointed by selection from the latter. Candidates must produce certificates of training for at least 3 years at a large civil hospital in the United Kingdom, in which adult male patients are received for medical and surgical treatment, such hospital being also provided with a matron and staff of nursing sisters. Candidates must be of British parentage or naturalised British subjects. The limits of age for appointments are: not under 25 and not over 30. **PAY** (in addition to furnished quarters, uniform, fuel, light) for head sister, £125 to £160, for sisters, £37 10s. to £50, with allowances in lieu of provisions and washing of 15s. to 19s. a week at home, and 21s. to 35s. abroad. A form of application is supplied by the Admiralty. Candidates are appointed on 12 months' probation, and, on confirmation, nursing sisters receive an appointment signed by Her Majesty Queen Alexandra. Foreign service is obligatory.

**\* Workhouse Infirmary Nursing Association.**

Office, 5 Adam Street, Adelphi, Strand, W.C. **Secretary.** The Association was founded in 1879 for the purpose of providing trained women to act as Matrons and Nurses in Workhouse Infirmaries, both in London and the Provinces. The Association has ceased to train probationers, but continues to keep open a register for suitable nurses, and also exists as a centre of information to guardians and nurses, and for the maintenance of the connection with the nurses and probationers now belonging to the Association.

**PROVINCIAL, SCOTCH AND IRISH.**

**Atkinson Morley's Convalescent Hospital,** Copse Hill, Wimbledon, Surrey. Beds, 100. Hon. Medical Officer; **MATRON**; 2 Sisters; 7 Assistant Nurses. The hospital is for the benefit of convalescent patients from St. George's Hospital, S.W., only, and is not a training school for Probationers.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 3 years' training in a general hospital. **RECREATION,**

2 half-days weekly; 1 day monthly; 2 weeks' holiday in a year. SALARIES.—Sisters, £30 to £34; assistant nurses, £20 to £23 per annum. Laundry and indoor uniform are provided.

**Barnes Convalescent Hospital**, Cheadle, near Manchester. Beds, 136. MATRON; 2 Sisters; 9 Nurses on the staff of the Royal Infirmary, Manchester, who are changed every 3 months.

**\*Belfast Charitable Institution**, Clifton Street. Beds, 140. LADY SUPERINTENDENT; 1 Charge Nurse; 4 Assistant Nurses.

Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Charge nurses must have had not less than 3 years' training in a general hospital. Assistant nurses are preferred with domestic home training. An assistant nurse is placed in each sick ward, also 1 in the portion of the home devoted to the use of healthy inmates, and 1 on night duty. The home, being intended for the reception of respectable poor men and women who have known better days, is not considered an hospital or training school for nurses. A large ward containing 12 beds in each wing provides, however, for the sick, and affords scope for regular nursing work, and is a preliminary training for general hospital work. RECREATION.—Daily, weekly and monthly as may be arranged; 2 weeks' holiday in a year. SALARIES.—Charge nurse, £35; assistant nurses, £15 to £25 per annum. Board, laundry and indoor uniform are provided. Each nurse has a separate bedroom.

**Beverley Dispensary and Hospital**, Yorks. Beds, 16. MATRON; 1 Nurse.

The nurse must have received 1 year's training in a general hospital. RECREATION, 2 weeks' holiday in a year. SALARIES.—Matron, £40, and nurse, £25 per annum, and indoor uniform.

**Birkenhead.—Infectious Diseases Hospital**, Playbrick Hill. Beds, 56, and 12 cots. MATRON; 15 Nurses.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from recognised Schools of Nursing. After a personal interview and 1 month's trial, suitable applicants are appointed by the matron, subject to the approval of the medical superintendent. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in a year. SALARIES, £30, £35 and £36 per annum. Laundry and indoor uniform are provided.

**Bradford.—St. Catherine's Home for Cancer and Incurables,** St. Mary's Road, Beds, 24. LADY SUPER-INTENDENT; 1 Charge, 1 Assistant Nurse; 3 Probationers.

Any nurse appointed, if a vacancy should occur, must be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 2 years' training from a general hospital. Probationers, if found suitable after 1 month's trial, are taken for 3 years; age 20. RECREATION, 2 hours daily; every third Sunday;  $\frac{1}{2}$  day every fortnight; 3 weeks' holiday in a year. SALARY, Nurses, £20 per annum, increasing to £25. Laundry and indoor uniform are provided.

**Brighton.—Home for Invalid Children,** 70 Montpelier Road. Beds, 21. MATRON; 1 Nurse. A vacancy for a nurse occurs occasionally, and is advertised.

Candidates should be between 24 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from a recognised School of Nursing. RECREATION, 8 P.M. to 10 P.M. daily; 1 afternoon weekly; 2 weeks' holiday in a year. SALARY, £30 per annum. Laundry is provided, but not uniform.

**Cromer. — Fletcher Convalescent Home.** Beds, 30. MATRON; 1 Assist. Nurse, 1 Probationer.

Patients of both sexes and all ages from 1 year upwards are admitted, and cases such as surgical wounds, etc., which are not usually taken at Convalescent Homes. RECREATION, 2 hours daily; 6 weeks' holiday in a year. SALARIES.—Matron, £50; nurse, £25; probationer, £12 per annum. Laundry provided.

\* **Dinorwic Quarry Hospital,** Llanberis, N. Wales. Beds, 10. NURSE-MATRON; 1 Nurse. The hospital is a private one maintained by the proprietor for the benefit of men employed in the quarry. Nurses are required to hold a certificate of not less than 3 years' training in a general hospital.

**Dovercourt, Essex.—Borough of Harwich Infectious Hospital.** Beds, 12. MATRON. When more than 2 beds are occupied nurses are obtained from the Ipswich Nurses' Home (which see).

RECREATION.— $1\frac{1}{2}$  to 2 hours daily; 2 weeks' holiday in a year. SALARIES.—Extra nurses, £1 5s. to £2 2s. per week. Laundry is provided; indoor and outdoor uniform are not provided. Nurses have separate bedrooms.

**Fairford, Gloucestershire.—Cottage Hospital.** Beds, 8, and 2 cots. NURSE-MATRON; 1 Assistant.

The Nurse-matron must hold a certificate of training from a general hospital, and is entirely responsible for the nursing of patients, subject to the supervision of the medical officers and Visiting Committee. She also dispenses. SALARY, £40. Indoor and outdoor uniform are not provided.

**Faversham.—Beacon Hill Hospital for Infectious Diseases,** near Faversham. Beds, 38. MATRON; 1 Charge Nurse; 3 Assistant Nurses.

The matron is trained, and none but properly trained nurses are employed as assistants. RECREATION.— $\frac{1}{2}$  day weekly, 1 day monthly. SALARY.—Matron, £45; charge nurse, £30 per annum and £5 for uniform; assistant nurses, £22 10s., and £5 for uniform. Laundry is provided for both matron and nurses.

**Godalming, Surrey.—Meath Home of Comfort for Epileptics.** Beds, 100. LADY SUPERINTENDENT; Assistant Matron; 1 Trained Nurse; 1 Assist. Nurse; 1 Governess; 5 Instructresses for Industrial Department; 1 Probationer. A vacancy for a nurse occurs only occasionally.

Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, health and physique. RECREATION, 2 hours daily; half-day weekly; 4 weeks' holiday in a year. SALARY, nurse, £36 to £40 per annum; Probationer, £12 first year. Laundry and indoor uniform are provided. Good preparatory experience for young probationers intending to enter the Nursing Profession.

\* **Great Malvern, Worcestershire.—Rural Hospital.** Beds, 12. MATRON; 1 Nurse. A vacancy for a nurse occurs occasionally, and is advertised, but if a nurse is suitable she may stay 5 or 7 years.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique. After a personal interview and 1 month's trial a suitable applicant is appointed. She receives practical instruction by the matron in ward work, sick cookery and nursing. RECREATION, 1 afternoon weekly; 1 day monthly; 2 weeks' holiday in a year. SALARY, £18 per annum. Laundry is provided, but not uniform.

\* **Hammerwich, near Lichfield.—Cottage Hospital.** Beds, 13. LADY SUPERINTENDENT and HEAD NURSE; 1 Assistant Nurse.



**SALARIES.**—Matron, £40; nurse, £18 per annum. Laundry, indoor and outdoor uniform are provided.

**Kettering Isolation Hospital,** Rockingham Road, Kettering. Beds, 32. Cots, 10. **MATRON;** 2 Assistant Nurses; 1 Probationer; extra help when required obtained from some Nurses' Institute.

A vacancy for a nurse occurs about once a year, and is advertised. Probationer is appointed after 1 month's trial. Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, health and physique. **RECREATION,** 3 hours daily; 1 day monthly; 4 weeks' holiday in a year. **SALARY,** probationer, £12 10s.; assistant nurses, £25 to £30 per annum. Laundry and indoor uniform are provided.

**Leeds.—Hospital for Women and Children.** Beds, 56. **MATRON;** 3 Sisters; 8 Staff Nurses; 2 Probationers.

Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. **RECREATION,** 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. **SALARY,** nurses, £25 to £27 per annum; sister, from £30 per annum. Laundry and indoor uniform are provided.

**Liverpool Convalescent Institution,** Woolton, near Liverpool. Beds, 150. **LADY SUPERINTENDENT;** 3 Nurses.

A vacancy for a nurse occurs whenever it is desirable to make a change, and is advertised. No fixed age is needed for candidates; they must produce satisfactory evidence as to character, health and physique. preference being given to those holding certificates of 3 years' training in a general hospital. **RECREATION,** one half-day weekly; 3 weeks' holiday in a year is officially stated, but nurses generally get a month. **SALARY,** from £18 to £40 per annum. Indoor uniform is expected to be worn, and is partly provided. Nurses are encouraged to join the Royal National Pension Fund.

**Llandudno.—Urban District Council Hospital.** Beds, 40; 10 beds in Smallpox Hospital. **MATRON;** 1 Trained Nurse; 2 Probationers.

**Ludlow Cottage Hospital,** Ludlow. Beds, 9. **LADY SUPERINTENDENT AND HEAD NURSE;** 1 Resident Nurse; an extra untrained Night Nurse for cases not seriously ill is occasionally employed.

A vacancy for a nurse occurs about once in 3 years, and is advertised. Candidates must produce satisfactory evidence as to character, health



and physique. A personal interview is required. When the nurse is at liberty she is required to visit parish cases in the town. **RECREATION.**—By arrangement. Laundry is provided. Indoor and outdoor uniform must be worn.

The hospital is federated to the Royal National Pension Fund for the purpose of assisting its nurses to make provision for sickness or old age.

**Manchester.—Cancer Pavilion and Home,** Hospital Gardens, Oxford Street. Beds, 30. **MATRON**; 1 Sister; 2 Nurses; 3 Probationers.

Candidates for the post of probationer should be between 20 and 23 years of age, and are taken for 2 years preparatory to entering a General Hospital; they must produce satisfactory evidence as to character, health and physique. Applicants are received for instruction in cancer nursing. **RECREATION**, 2 hours daily; half-day once a fortnight; 3 weeks' holiday in a year. **SALARIES.**—Sister, £30; nurses, 1st year, £12; 2nd year, £18. Laundry and indoor uniform are provided.

**Middlesbrough.—Eston Hospital,** nr. Middlesbrough. Beds, 64. **MATRON**; 2 Sisters; 6 Probationers. Vacancies occur on an average every 18 months.

Candidates for post of Sister must hold certificates of 3 years' training from a general hospital. Probationers are appointed after 1 month's trial, and must be not less than 21 years of age. **RECREATION**, 2 hours daily, one day monthly; 3 weeks' holiday in a year. **SALARY**, Nurses, £30 per annum; Probationers, 1st year, £10; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided.

**\* New Brighton, Cheshire.—Convalescent Home for Women and Children.** Beds, 95, and 5 cots. **LADY SUPERINTENDENT**; **ASSISTANT LADY SUPERINTENDENT**; 1 Nurse; 1 Probationer.

The Home was founded in 1846 by the Lady Mary Feilding, as a small cottage home, it now accommodates 25 gentlewomen, and about 75 women and children of a lower class.

**Northam, Southampton.—St. Mary's Cottage Hospital.** Solely for Persons suffering from Ulcers of the Leg and Diseases of the Skin. **MATRON**; 4 Nurses. Vacancies seldom occur.

Two nurses live at Hospital and fulfil the ordinary duties that appertain domestically to the Institution. The two assistant nurses live at their own homes. The patients are not all resident in Southamp-

ton; dressings, etc., are prepared by the matron and sent through the post to those at a distance, who can only attend occasionally.

**Paisley Parochial Asylum**, Craw Road. MATRON; 4 male, 7 female attendants.

Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. One month's notice on either side terminates engagement; 2 weeks' holiday yearly. SALARY, Head Male Attendant, £50 to £65; Head Female Attendant, £24 to 34; Male Ordinary Attendants, £30 to £36; Female Attendants, £18 to £23. Indoor uniform provided.

**Romford.—Victoria Cottage Hospital.** Beds, 14. MATRON; assisted by 1 probationer of not less than 20 years of age with previous experience in nursing. Night nurse when required is engaged from outside. Laundry and uniform provided. Probationer has a separate bedroom.

**St. Leonards-on-Sea.—Convalescent Home for Poor Children**, West Hill Road. Beds, 75. LADY SUPERINTENDENT; ASST. MATRON; 5 Nurses.

Nurse candidates require no special qualifications, but must produce satisfactory evidence as to character, education, health and physique. They are instructed in such nursing as a convalescent home affords. RECREATION varies from day to day; 1 day monthly; 3 weeks' holiday in a year. SALARIES, £10 to £20 per annum. Laundry, indoor and outdoor uniform are provided.

**Sligo County Infirmary.** Beds, 70. LADY SUPERINTENDENT; 2 Day Nurses and 1 Night Nurse.

Vacancies for the post of nurse are usually filled up by nurses trained in Dublin or Belfast Hospitals. Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training. RECREATION, 3 hours daily; 4 weeks' holiday each year. SALARY, £40; night nurses, £30 per annum, with allowance for laundry and indoor uniform.

In sickness a substitute would be provided for a nurse at the cost of the infirmary.

**Walker Accident Hospital**, Walker-on-Tyne. Beds, 16. MATRON; 2 Nurses; 1 Nurse-Probationer. A vacancy for the post of nurse occurs about once in 4 years, and is advertised.

Candidates must produce satisfactory evidence as to character,

health and physique, and must hold certificates of not less than 3 years' training in a general hospital. The nursing is principally accident work. One month's notice of leaving required. RECREATION is allowed as may be convenient to hospital requirements; 4 weeks' holiday in a year. SALARIES.—Matron, £60; nurses, £30, rising to £35 per annum. Laundry is provided. Uniform is provided.

*Probationers* must be between 20 and 25 years of age. SALARY, 1st year, £10; 2nd year, £12.

**Wantage.—The Cottage Hospital.** Beds, 9, and 2 Cots. MATRON; 1 Nurse; 1 District Nurse. When a vacancy for Matron or Nurse occurs, it is advertised.

SALARIES.—Matron, £45 to £50; nurse, £22 per annum. District Nurse nil. Laundry provided. Uniform not provided.

\* **Whitchurch Cottage Hospital,** Whitchurch, Salop. Beds, 18; 1 Private Ward. MATRON; 1 Staff Nurse; 1 District Nurse; 1 Maternity District Nurse.

Persons appointed as nurses must be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also have received 2 years' training in a general hospital. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday during the year. SALARY, £25 to £30 per annum. Laundry is provided. The salary includes an allowance of £4 for uniform.

\* **Wirksworth Cottage Hospital.** Beds, 8. Cots, 2. MATRON; 1 Assistant occasionally.

Laundry is provided. Uniform is not provided.

**Yarmouth.—Isolation Hospital.** Beds, 90. MATRON; 9 Nurses. Applications average 12, and vacancies 2 yearly.

Candidates should be between 27 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 years' training from general or fever hospitals. RECREATION, 2 hours daily; 14 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARY, £25 per annum, with laundry and indoor uniform.



COLONIAL, AMERICAN AND FOREIGN  
HOSPITALS AND NURSING INSTITU-  
TIONS AND BRITISH INSTITUTIONS  
ABROAD.

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## VI.—COLONIAL, AMERICAN AND FOREIGN HOSPITALS AND NURSING INSTITUTIONS AND BRITISH INSTITUTIONS ABROAD.

THE following particulars, kindly supplied to the Editor by the authorities of some American and Colonial Hospitals and Nursing Institutions, are published to afford an interesting comparison between the life of nurses in England and that of their sisters in other parts of the world. Information has not been received this year from institutions marked with an asterisk (\*).

### AUSTRALASIA.

**Adelaide.—District Trained Nursing Society of South Australia (1894),** 164 Gilles Street. LADY SUPT.; 12 Nurses. SALARY, £65 to £75 per annum with uniform. Only certificated nurses are employed.

\* **Auckland Directory for Nurses, Auckland,** New Zealand. (Under the control of a committee of the Auckland Branch of the New Zealand Medical Association.)

Upon the recommendation of 2 duly qualified practitioners and the possession of qualifications and testimonials deemed sufficient by the Managing Committee, private nurses may enter in the Directory their names, addresses, the fees they charge for the branch of nursing they desire to follow, on payment of a small registration fee yearly, in return for which facilities are afforded them in obtaining employment. Nurses who thus register their names are not required to make engagements *only* through the Directory; they are expected to accept employment offered in other ways, the Directory being an additional aid. The committee exercises a strict supervision over the conduct and efficiency of registered nurses, and for what it deems good cause may remove the name of a nurse from the Directory.

**Beechworth, Victoria.—Ovens District Hospital.** Beds, 112. MATRON; 2 Staff Nurses; 11 Probationers. Applications average 20, and vacancies 4 to 5 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates should be not less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officers and matron on anatomy, physiology and nursing. Examinations are held yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day weekly; 3 weeks' holiday yearly. PREMIUM, £10. SALARY, 1st year, £9; 2nd year, £15; 3rd year, £21; nurses, £40. Remuneration is not given for the trial months. Laundry is provided. Uniform is not provided. Separate bedroom for majority of nurses. When ill nurses are treated in hospital.

This is the recognised training school of Royal Victorian Trained Nurses Association and Sub-centre for Examinations.

**Brisbane, Queensland. — Brisbane Hospital Training School.** Beds 254. MATRON AND SUPERINTENDENT OF NURSES; 6 Sisters; 3 Charge Nurses; 6 Staff Nurses; 15 Third, 16 Second and 17 First Year Pupils. Applications numerous; vacancies, nominally about 18 yearly.

This nursing school is registered as a training school by the Australasian Trained Nurses Association. Vacancies are notified by public advertisement and candidates must apply personally on a day fixed for that purpose. They must be over 20 and under 30 years of age. If selected they have 2 months' trial, and must pass an examination as to physical fitness. The term of training is 3 years, and progressive examinations are held annually. Two failures at one examination disqualify. LECTURES based on the schedule laid down by the council of the Australasian Trained Nurses Association are given. A certificate is given on passing third examination and satisfactorily completing engagement, after which a nurse may be recommended for position of Staff Nurse. Staff nurses are appointed for 12 months, and receive additional instruction during this period, gaining a Post Graduate after passing an examination at end of year. RECREATION. *Day Nurses* four hours in afternoon on alternate days, one week-day monthly, one Sunday (from 6 P.M. Saturday to 10 P.M. Sunday monthly). *Night Nurses* one night monthly, three days at end of term. PREMIUM, *nil*. SALARY, 1st year, £5; second year, £10; 3rd year, £20; 4th year, £36. Indoor uniform provided.

**\* Brisbane, Queensland. — Lady Bowen Lying-in Hospital.** Beds, 50. MATRON; 6 Pupil Nurses.

Pupil nurses are received in March and September for at least 1

year's training in monthly nursing, a certificate being granted on satisfactory completion of engagement. Candidates must, when possible, apply personally to the matron and must not exceed 35 years of age. LECTURES are given by the medical staff. PREMIUM, £10 10s. the year. SALARY, *nil*. Each nurse and probationer has a separate bedroom.

**Burra Burra Hospital**, Korringa, South Australia. Beds, 50. MATRON; 2 Nurses; 4 Probationers. Applications about 6, and vacancies about 1 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be not less than 21 years of age, and must produce satisfactory evidence as to education and health. LECTURES are given on general nursing and physiology by the medical officers and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses, 8 hours weekly; 2 days monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £13; 2nd year, £20; 3rd year, £26; staff nurses, £45. Laundry and indoor uniform are provided.

**Camden, New South Wales. — Carrington Centennial Hospital Home for Convalescents**, Grasmere. Beds, 100. MATRON; 2 Sisters (who must hold certificates); 3 Probationers. Applications average 30, and vacancies 2 yearly.

Respectable young women of the middle class are received as probationers; after a year, if they prove in every way satisfactory, they may be promoted to the position of nurses, and may subsequently be recommended for admission as probationers in Prince Alfred's Hospital, Sydney. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the sisters and staff nurse upon nursing, dieting, etc. RECREATION, 2 afternoons and 1 evening alternately with 2 evenings and 1 afternoon weekly; 1 Sunday and 1 week-day monthly; nurses, 3 weeks', and sisters, 4 weeks' holiday yearly. SALARY, for probationers—1st year, £15; nurses, £20 2nd year, £25 3rd year; sisters, £40 per annum (senior, £45). Laundry, indoor and outdoor uniform are provided. Each nurse and sister has a separate bedroom.

\* **Hill End and Tambaroora District Hospital**, New South Wales. Beds, 16. MATRON; 1 Nurse. Applications for the post of nurse average 1, and vacancies 1 yearly.

Candidates should be between 25 and 30 years of age, must produce

satisfactory evidence as to character, health and physique, and of having received 1 year's training in a general hospital. RECREATION, 2 hours daily; 1 day monthly; no fixed annual holiday. SALARIES.—Matron, £70; nurses, £30 to £45 per annum. Laundry provided. Uniform is not provided.

\* **Hobart, Tasmania.—General Hospital.** Beds 148. MATRON; 1 Night Superintendent; 4 Sisters; 6 Staff Nurses; 15 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron, house surgeon and assistant house surgeon on all subjects appertaining to nursing. Examinations are held twice weekly for 6 months each year. Certificates are granted upon satisfactorily completing engagement. RECREATION, nurses and probationers 3½ hours daily; 1 day monthly; 3 weeks' holiday yearly. Sisters, 4 hours' daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £20; 3rd year, £25. No remuneration is given for the trial months. Laundry, indoor uniform and text-books provided.

**Melbourne District Nursing Society (1885),** 5 Royal Terrace, Nicholson Street, Fitzroy. 1 Sister; 5 Nurses. SALARY, £50 and £70. For nursing sick poor in own homes.

\* **Melbourne, Victoria.—Alfred Hospital.** Beds, 144. MATRON; 1 Night Superintendent; 6 Sisters; 33 Ordinary Probationers; 6 Paying Probationers. Applications are numerous, and vacancies, for ordinary probationers, 10 to 12 yearly; paying probationers, 2 to 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary medical staff on anatomy, physiology, general nursing and hygiene; by the matron on practical work in the wards. Examinations are held the 1st week in July and December. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day weekly; 1st year, 2 weeks; 2nd year, 3 weeks' holiday yearly. PREMIUM, *Class A*, £12 12s. entrance fee, £3 3s. per month for board; *Class B*, deposit of £1 1s. *Class B*, besides receiving training as nurses, shall do the work of the ward. SALARY, 1st



6 months, *nil*; 2nd 6 months, £1 a month; 2nd year, £18; 3rd year, £24; nurses, £30 to £40; sisters, £40 to £50. No remuneration is given for the trial months. Laundry and text-books are provided. Only sisters have separate bedrooms.

**Melbourne Hospital**, Lonsdale Street, Melbourne, Victoria. MATRON; 15 Sisters; 1 Night Superintendent; 4 Staff Nurses; 72 Pupil Nurses. Applications are numerous, and vacancies average 30 annually.

After a personal interview and 3 months' trial (sometimes 6 months) applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by two of the hon. medical staff and the lady superintendent upon physiology, anatomy, medical and surgical nursing. Examinations are held annually in October. Certificates are granted upon satisfactorily completing engagement. Sisters are allowed leave of absence for 6 months to go to the women's hospital. RECREATION, 3 hours daily; 1 day weekly; 3 weeks' holiday yearly (sisters 4 weeks). PREMIUM, £10. SALARY, 1st 6 months, *nil*; 2nd £7 10s.; 2nd and 3rd year, £20; staff nurses, £35; sisters, 1st year, £40; second year, £45; 3rd and subsequent years, £50. Laundry and uniform are provided. Seven sisters have separate bedrooms.

**Melbourne.—Royal Victorian Trained Nurses' Association.** HON. SECRETARIES, 84 Collins Street, Melbourne, and Toorak Road, South Yarra. *Objects.*—To establish a system of registration for trained nurses, to establish a uniform system of training and examination for nurses, and to afford to nurses a means of providing for sickness, accident, age or other necessitous circumstances.

**Melbourne Trained Nurses' Home.** 384-386 Albert Street, E. Melbourne. LADY SUPERINTENDENT; 45 to 50 Nurses. *Terms.*—Ordinary cases, £2 2s; infectious, £3 3s.; mental and massage, £3 a week; maternity, £10 10s. the month. SALARIES.—Nurses take their own fees. Only certificated nurses employed.

**Melbourne, Victoria.—Children's Hospital,** Pelham Street, Carlton. Beds, 140. MATRON; 45 Nurses.

After 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education and health. PREMIUM, £10. SALARY, 1st year *nil*; 2nd year, £12; 3rd year, £20; 4th year (if appointed on staff), £40. Indoor uniform is partly provided.

\* **Melbourne Nurses' Home**, 6 Parliament Place, East Melbourne, Victoria. LADY SUPERINTENDENT; 50 Resident Nurses; 9 Nurses on outdoor staff.

Nurses resident in the home pay £1 1s. a month, and 15s. a week for board when in residence, The outdoor staff pay 5 per cent. on all work obtained through the home. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and maternity cases, £2 12s. 6d.; mental, £3 3s. a week; or ordinary cases, 10s. 6d.; and infectious, 15s. a day or night.

**Sydney, New South Wales.—Royal Prince Alfred Hospital**, Camperdown. Beds, 236. MATRON; 1 Night Superintendent; 5 Sisters; 4 Charge Nurses; 13 Staff Nurses; 49 Pupil Nurses. Applications, in 1903, 228, and vacancies, 19.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character and health. After a personal interview and 1 or 2 months' trial, suitable applicants are received for 3 years' training. LECTURES are given by various officers of the medical staff, matron and others, and examinations are held in December of each year. Prizes are given yearly to the two nurses in each grade who stand highest in their examinations. The superior appointments are filled from amongst the nurses of the school. According to the examination results, and by the recommendation of the committee, the nurses are promoted from grade to grade as mentioned above as vacancies occur. Certificates are granted when all examinations are passed and the period of training completed. A fourth year has been added to the course, during which midwifery, nervous and insane nursing, dispensing and housekeeping are taught. A gold badge is given to the nurse who has distinguished herself during the 4 years' course. RECREATION, 3 hours daily; 1 day fortnightly; 1 Sunday monthly; 3 weeks' holiday yearly; sisters, 30 days. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15; nurses, £36 to £44; sisters, £50 to £60. Laundry and indoor uniform are provided. There are no paying probationers and no private staff in connection with this hospital.

The hospital was opened in 1882 on modern lines, and since that time has advanced very rapidly. Accommodation for 20 more patients in course of construction. The nursing school was founded in 1882.

## CANADA.

**Guelph General Hospital**, Guelph, Ontario. Beds, 80 MATRON; 4 Senior, and 18 Nurses in training.

Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a course of 3 years' training. LECTURES are given by 6 members of medical staff upon anatomy, physiology, hygiene, surgery, materia medica, medicine, pathology, obstetrics, and gynæcology, and practical instruction in nursing by the matron. Medals and diplomas are granted after successful examinations and satisfactory completion of engagement. RECREATION, 1 to 2 hours daily; half day monthly; 2 weeks' holiday yearly. SALARY, 1st year, \$48; 2nd and 3rd year, \$72. Laundry and indoor uniform are provided. There are no paying probationers. Promotion is obtained by pupil nurses as they gain experience and prove competent. After a period of from 12 to 18 months' training in the wards pupil nurses may be sent out to nurse private patients. FEES CHARGED.—All classes of cases, \$9 per week.

**\* Halifax, Nova Scotia.—Victoria General Hospital.** Beds, 200. SUPERINTENDENT OF NURSES; 1 Night Superintendent; 20 Female Nurses; 5 Male Nurses. Vacancies average 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Certificates are granted upon satisfactorily completing engagement and passing examination. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. During the trial months applicants are required to pass an examination in reading, writing and simple arithmetic. Courses of LECTURES are provided and practical instruction is given in the wards and at the bedside by the visiting and resident staff. Invalid cookery is also taught. Two weeks' holiday allowed yearly. SALARY, 1st year, \$108; 2nd year, \$132. No remuneration is given for the trial months. Uniform is provided. Nurses may be sent out to private cases. Each nurse and probationer has a separate bedroom.

**\* Kingston, Ontario.—Hotêl-Dieu Hospital.** Beds, 80. The training school is under the direction of the Religious Hospitallers of St. Joseph, to whose care the hospital was entrusted in 1845. SUPERIOR; 25 Sisters; 10 Staff Nurses; 11 Probationers. Applications average 15, vacancies 9 yearly.

Candidates should be between 15 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 or 6 months' trial, appli-

cants are received for a course of 4 years' training. LECTURES are given by the attending medical and surgical staff upon general principles, surgery, emergencies, and anatomy; and practical instruction in nursing and ward work by the sisters. Certificates are granted after examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day weekly; 4 days monthly; no other holiday in the year. SALARY, *nil*. Laundry, indoor and outdoor uniform are provided. After the course of 4 years' training, nurses are sent to private cases. No charge is made for their services and no salary is paid to the private nurses, except voluntarily.

The sisters receive a grant from the Ontario Government towards the expenses of the hospital, but not towards the cost of the training school.

**Montreal General Hospital, Montreal, Quebec.** Beds, 200. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 1 Night Superintendent; 3 Sisters; 70 Nurses in training. Applications average 400, and vacancies 24 yearly.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff and lady superintendent. Examinations are held in April and October. RECREATION, 1 half-day Sunday, 1 day weekly; 3 late leaves monthly; 3 weeks' holiday yearly, assistants 1 month. PREMIUM, *nil*. SALARY, \$6 to \$8 per month. No remuneration is given for the trial months. Laundry is provided. Uniform is not provided. Nurses in training if ill at the hospital are cared for and paid the usual monthly allowance during their illness and residence in hospital.

**Montreal, Quebec.—Royal Victoria Hospital.** Beds, 225. SECRETARY AND SUPERINTENDENT OF HOSPITAL; LADY SUPERINTENDENT; 2 Assistant Superintendents; 1 Night Superintendent; 11 Head Nurses; 54 Pupil Nurses. Applications average 500, and vacancies 16 yearly.

After a personal interview and 2 months' trial, applicants who are accepted receive 3 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the attending physicians and surgeons upon elementary physiology, surgery, obstetrics, diseases, gynæcology, etc. Practical instruction is given by the lady superintendent and head nurses upon nursing in all branches,



and in addition to the lectures given by the attending staff the lady superintendent holds classes daily during the winter months. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 2 half-days weekly; 3 weeks' holiday in the year. SALARIES.—Head nurses, £48 1st year; £60 2nd year; afterwards, £72 per annum; pupil nurses, £19 per annum. Laundry is provided. Uniform is not provided.

**Ontario.—Victorian Order of Nurses for Canada (1897).** Headquarters, 578 Somerset Street, Ottawa, with branches in every Province except Prince Edward Island. LADY SUPERINTENDENT; 66 Nurses. *Terms.*—Infectious and maternity, 5 cents to \$1 per visit; mental, \$1 per day; massage, 50 cents to \$1 per treatment. SALARIES.—During training, \$20 per month; afterwards, not less than \$300 per year, with board, lodging, laundry and uniform. The Lady Minto Cottage Hospital Fund in connection with the Order is for making grants to and establishing cottage hospitals in the sparsely populated districts. Thirteen hospitals are now affiliated to the Order.

**\* Prince Edward Island Hospital.** LADY SUPERINTENDENT; 8 Nurses.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training, with a diploma after examinations and satisfactory completion of engagement. Candidates must be between 21 and 31 years of age, and must produce satisfactory evidence of education, character and health. LECTURES and demonstrations are given by the medical and surgical staff, and instruction from text-books and manuals of nursing, daily drill in the wards, etc., by the matron. RECREATION, 6 hours out of the 24; 3 weeks' holiday. SALARY, \$84 per annum.

There is a private nursing staff. FEES.—Ordinary cases, \$10 a week.

**\* St. Catherine's, Ontario.—Mack Training School.** In connection with General and Marine Hospital. Beds, 50. MATRON; 10 Staff Nurses; 1 Probationer. Applications average 75 yearly, vacancies 4 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff upon physiology, anatomy, obstetrical nursing, materia medica and therapeutics, hygiene, surgery, etc.; and practical instruction in care of sick is given by the superintendent. Examinations are held



at end of training. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily; 2 half-days weekly; part of every Sunday; 2 weeks' holiday the 1st year; 3 the second and 4 the third. PREMIUM, *nil*. SALARY.—Probationers, *nil*. A bonus of \$25 is given at the end of 3rd year. Laundry and indoor uniform are provided. After a period of 1 year's training in the wards, probationers may be sent to nurse private cases. FEES CHARGED.—\$7, \$10 and \$12 per week; and according to place sent to. No salary is paid to the nurses on the private staff, but a portion of the net earnings is devoted to their use in the form of an allowance for personal expenses, board, lodging, laundry and indoor uniform.

**\* Victoria, British Columbia.—Provincial Royal Jubilee Hospital.** Beds, 56. LADY SUPERINTENDENT; Assistant Lady Superintendent; 17 Nurses in training. Applications average 30, and vacancies 8 yearly.

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. After a personal interview and 3 months' trial, applicants are received for a course of 2 years' training. During the 1st month candidates are called probationers, they are examined in reading, writing, arithmetic and plain sewing, and if considered suitable are appointed as pupil nurses. LECTURES are given by the visiting and resident physicians and surgeons and matron upon anatomy, physiology, medical and surgical nursing, hygiene, the theory of nursing, bandaging, etc.; practical instruction by the matron. Certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; 2 half-days weekly; 2 weeks' holiday yearly. SALARIES.—During 1st month, *nil*; afterwards from \$85 to \$210 per annum. Laundry and indoor uniform are provided after the 1st month. In case of sickness nurses are treated free of charge in the wards of the hospital.

**Winnipeg, Manitoba. — Winnipeg General Hospital Training School for Nurses.** Beds, 290. LADY SUPERINTENDENT; Assistant Lady Superintendent; 1 Graduate Charge Nurse; 80 Pupil Nurses. Applications average 300, and vacancies 35 yearly.

Candidates should be between 23 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial as probationer, during which they are required to pass an examination in

reading, writing, simple arithmetic and plain sewing, applicants are received as pupil nurses for a period of 3 years' training. LECTURES are given by the medical superintendent, the lady superintendent and the medical staff upon anatomy, physiology and hygiene to the junior class during the 1st year; upon medical and surgical nursing, gynæcology and urinalysis to the intermediate class in the 2nd year; and upon obstetrics, contagious diseases, charting and bandaging during the third year. Opportunity is afforded for a thorough training in medical, surgical and obstetric nursing. Diplomas, together with the school badge, are awarded upon passing the oral and written examinations and satisfactorily completing engagement. Pupil nurses' classes are formed on 1st April and 1st October in each year; and the 3 years' course for each pupil nurse begins from the date of the formation of the first class next after her being received as a pupil nurse. RECREATION, 2 hours daily; 2 half days weekly; 3 weeks' holiday in the year. SALARY.—Probationers *nil*; pupil nurses \$8 per month during the 3 years; graduate charge nurses, \$25 to \$40 per month. Laundry, indoor and outdoor uniform are provided.

The school is unsectarian, but pupil nurses are expected to attend their own places of worship once every Sunday.

There is also an isolated hospital for contagious cases, with separate sections of 3 wards each, for diphtheria, scarlet fever, erysipelas and measles, and phthisis. Nurses employed in this hospital live in a separate home, while serving in the several departments.

## SOUTH AFRICA.

**Cape Town.—Victoria Nurses' Institute (1897),** Cape Colony. LADY SUPERINTENDENT; Nurses, 38 to 40; 2 District Nurses. *Terms.*—Ordinary cases, £3 3s.; infectious cases, £3 13s. 6d. per week with travelling expenses. Telegraphic Address.—“Jubilee, Cape Town.”

**Johannesburg Hospital,** P.O. Box 1050, Johannesburg, South African Republic. Beds, 360. MATRON; NURSING SUPERINTENDENT; 2 Night Superintendents; 19 Charge Nurses; 29 Ward Nurses; 50 Probationers.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon anatomy, physiology, bandaging, hygiene and nursing. Examinations are held twice a year. Two

failures to pass the final examination disqualify. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12 10s.; 2nd year, £25; 3rd year, £42. Nurses and sisters, £55 to £72. Laundry, in- and out-door uniform and text-books provided. Each nurse and probationer has a separate bedroom.

**\*Johannesburg.—Nurses' Cooperative Society,** The Gables, 72 Jeppe Street. LADY SUPERINTENDENT; 72 Nurses. TELEGRAPHIC ADDRESS, "Aprons," Johannesburg.

Candidates must have had 3 years' training, and must also have done some private nursing. FEES.—Ordinary cases £5 5s. a week; massage £1 1s. per hour.

**Port Elizabeth, Cape Colony.—Provincial Hospital.** Beds, 178. MATRON; 1 Night Superintendent; Home Sister; 5 Sisters; 2 Staff Nurses; 16 third and second year Nurses; 11 Probationers. Applications average 60, and vacancies 5 or 6 yearly.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a month's trial, applicants are received for 3 years' training. Certificates are granted upon satisfactory completion of engagement. Lectures are given by the Matron and Medical Staff. The council itself holds State Examinations every 6 months, and all nurses passing the examination are registered by the Government. RECREATION, 2½ hours daily; 2 half-days monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARIES.—Sisters, £72 per annum; staff nurses, £50 per annum; probationers, 1st year, £18; 2nd year, £30; 3rd year, £45. Laundry and indoor uniform are provided. Nurses sleep two in a room; senior probationers have single rooms.

## UNITED STATES OF AMERICA.

**Baltimore, Maryland.—Johns Hopkins Hospital Training School for Nurses.** Beds, 360. SUPERINTENDENT OF NURSES AND PRINCIPAL OF TRAINING SCHOOL; 3 Assistant Superintendents; 1 Night Superintendent; 15 Head Nurses; 121 pupils.

Applicants must apply personally or by letter to the principal of the training school. Letters of applicants should be accompanied by a statement as to character from a clergyman, and a certificate of good

health. Candidates must be between 22 and 35 years of age, and must be of at least average height and physique. The course is for 3 years, the first 6 months being devoted to preparatory work in the Nurses' Home. During this period the probationer studies household economics, hygiene, sanitation, anatomy and physiology, materia medica, and the simpler practical part of nursing work. Failure to pass the examination at the end of this period, except under exceptional circumstances, terminates the probationer's connection with the school. Those who pass go into the hospital wards. At the end of the second year pupils are examined in infectious diseases, surgery and gynecology, and must pass in all subjects before entering upon the work of the following year. Instruction is given by the visiting and resident physicians and surgeons, and by the superintendent and head nurses. A diploma is given on passing examination at the end of the 3 years. RECREATION, 3 weeks' holiday allowed yearly. PREMIUM, \$50. SALARY.—Pupils, *nil*, but 9 scholarships are awarded annually, 4 of \$100 each to 1st year nurses; 4 of \$100 each to 2nd year nurses; and 1 of \$480 to 3rd year student whose work has been of the highest excellence and who is desirous of pursuing special work in the school. The scholarships are awarded for the most creditable general records of work and conduct. SALARY for graduate nurses, \$30 to \$50 per month. Laundry, uniform and text-books are provided. There is a Sick Nurses' Benefit Fund and Club House.

**Boston, Mass.—The Boston City Hospital Training School for Nurses**, 818 Harrison Avenue. Beds, 935. SUPERINTENDENT; 2 ASSISTANT SUPERINTENDENTS, 2 Night Supervisors; 28 Graduate Nurses; 57 Senior Nurses; 39 Junior Nurses; 16 Probationers. Applications average 1000, and vacancies 104 yearly.

After a personal interview (when possible) and 6 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the medical and surgical staff upon various subjects pertaining to nursing, and practical instruction in the theory and art of nursing by the superintendent of nurses and her assistants. Examinations are held in June and December. Diplomas are granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily; half-day weekly; 4 hours Sundays; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, assistant nurses, 1st year, \$7 per month; 2nd year, \$10 per month; graduate nurses, \$35 per month. Remuneration is not given for the first trial month. Laundry is provided.



Each nurse and probationer has a separate bedroom. All nurses are cared for during illness in hospital and convalescent home.

There is a private staff in connection with the hospital. Nurses are not sent out to private cases until after completing the full term of 2 years' training, but are eligible for promotion on to the private staff when they have obtained diplomas.

There is a special department for infectious diseases and eight out-patient departments, a 'down town' relief station and a convalescent home in connection with the hospital, graduate and probationer nurses being employed at the direction of the superintendent of nurses.

**Boston, Mass.—Boston Lying-in Hospital, 24** M'Lean Street. Beds, 52, Matron; DIRECTOR OF NURSES; 16 Pupils. Applications average 240, vacancies 20 yearly.

Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants holding a 2 years' certificate of training from a general hospital are received for a course of 6 months' training in midwifery and monthly nursing; the course for non-certificated nurses being 15 months. LECTURES and practical instruction are given by members of the medical staff and director of nurses upon obstetrical nursing and allied branches. Monthly nursing certificates are granted upon the satisfactory completion of engagement and the passing of examinations. RECREATION, 1 hour daily; 1 afternoon and evening weekly; 4 hours Sunday. SALARY, \$10 per month during 1st half of term, \$14 per month during the remainder of the training. Laundry is provided. There is an out-patient department, but it is entirely separate from the hospital. Hospital nurses have outside service for 2 months in the Out-Patient Department of the hospital.

**Brooklyn Hospital Training School for Nurses, De Kalb Avenue and Raymond Street.** Beds, 176. SUPERINTENDENT OF TRAINING SCHOOL; 1 Assistant Superintendent; 1 Night Superintendent; 1 Graduate Head Nurse; 6 Undergraduate Head Nurses; 36 Probationers.

Applications must be made to the superintendent of the training school upon whose approval and after some months' trial, candidates are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence of character and health. During the trial months they are examined in reading, writing and arithmetic. No remuneration is given during probation.



LECTURES are given by the physicians and surgeons, and instruction by the superintendent and head nurses. Monthly written examinations are held by the superintendent. Nurses are also given a three months' service at the Manhattan Eye and Ear Hospital. Medals and diplomas are granted on passing final examination. RECREATION, 1 afternoon weekly if possible; part of Sunday; 3 weeks' holiday yearly. SALARY.—\$5 monthly. Laundry is provided.

There is a private nursing staff. FEES CHARGED.—\$3 per day, or \$16 a week.

**\* Brooklyn Maternity and New York State School for Training Nurses**, Washington Avenue and Douglas Street, Brooklyn, N.Y. Beds, 50. SUPERINTENDENT OF HOSPITAL; SUPERINTENDENT OF TRAINING SCHOOL; 5 Senior Nurses; 10 Junior Nurses; 2 Probationers; 6 Post Graduates.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. The school term commences in November each year. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the staff physicians on anatomy and physiology, obstetrics, care of infants, medical and surgical nursing, diseases of eye and ear, dietetics and ethics of nursing. Clinical instruction is also given by the resident physician. Diplomas are awarded at the end of the 2 years' training. Prizes of \$15 for scholarship and \$10 for sick cookery are given. SALARY.—1st year, *nil*; 2nd year, \$14 a month. Laundry and text-books provided. Probationers do not have separate bedrooms.

There is a private nursing staff on which 2nd year students remaining in the hospital are placed.

**\* Chicago, Illinois.—Illinois Training School for Nurses**, 304 Honoré Street. SUPERINTENDENT; 4 Assistant Superintendents; 2 Matrons of Nurses' Home; 174 Nurses.

Applications for admission must be made to the superintendent. After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character and health. During the probation month applicants must pass an examination in reading, writing and arithmetic. The course of instruction comprises practical work in the wards, theoretical work in class and lecture rooms, and lessons in cooking. Classes and lectures begin the 1st week in October and last until the end of May. Diplomas are given at the end of the engagement.

RECREATION, half-day Sunday; half-day weekly; 2 weeks' holiday in the year. SALARY, \$10 per month during 3rd year. Uniform and laundry provided.

The nurse training school is attached to the Cook County Hospital, Chicago (800 beds), and the Presbyterian Hospital, Chicago (200).

\* **Chicago, Illinois.—Michael Reese Hospital School for Nurses**, 29th Street and Groveland Avenue. Beds, 140. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 36 Nurses; 4 Pupils. Applications average 218, and vacancies 12 yearly.

After 1 to 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. During the trial months applicants must pass an examination in reading, writing and arithmetic. LECTURES and classes are held by members of the medical staff, the superintendent and her assistants. There is a maternity ward. A badge and diploma are given on passing final examinations and satisfactorily completing the engagement. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES.—Pupils, 1st year, \$96; 2nd year, \$144; 3rd year, \$180 for uniform, etc. Laundry is provided. During illness nurses are cared for in the hospital.

\* **Detroit, Mich.—Grace Hospital School of Nursing**. Beds, 128. LADY SUPERINTENDENT; 46 Probationers.

After 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 35 years of age, and must produce satisfactory evidence of health and character. Previous to being accepted, applicants have to pass an examination "in the ordinary branches of an English education," and are examined physically by a medical man. Pupils serve for the first year as junior assistants; for the next year as senior assistants; and for the remainder of the time (20 weeks of which is spent on private duty), as head nurses. Instruction is given by the medical board, the principal and the head nurses. Diplomas and badges are granted on passing final examination. RECREATION, 2 hours daily; 1 afternoon and half Sunday weekly; 1 month's holiday yearly. ALLOWANCES.—Women nurses receive \$100 on graduation; male nurses, 1st year, \$120; 2nd year, \$144. Laundry provided for male and female nurses; and uniform for the latter.

Men are received for a 2 years' course under the same regulations as those given above.

**\* Hartford Hospital Training School for Nurses,** Hartford, Conn. Beds, 200. MATRON ; ASSISTANT MATRON ; 1 Night Superintendent ; 6 Head Nurses ; 46 Pupil Nurses ; 8 Probationers. Applications average 200, and vacancies 25 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for a course of 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff of physicians and surgeons upon medical and surgical diseases, care and treatment, and also upon anatomy, physiology, cooking, massage and the administering of medicines ; and practical instruction is given by superintendent of training school. Examinations are held in April and October. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily ; 24 hours monthly ; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year \$96 ; 2nd year, \$120 ; 3rd year, \$144. Laundry is provided. Nurses are cared for in hospital during illness. The graduate nurses are employed for private nursing. Each nurse and probationer has a separate bedroom. FEES CHARGED.—\$21 per week.

**Indianapolis City Hospital Training School,** Indianapolis. PRINCIPAL ; 34 Staff Nurses ; the number of Probationers varies. Applications average 250 yearly.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After 2 months' trial, applicants are received for 3 years' training. LECTURES are given by the medical staff upon surgery and obstetrics, practice of medicine, anatomy, physiology and massage ; and practical instruction is given in nursing by principal of school. There are also permanent instructors in bacteriology, anatomy, materia medica and laboratory work. Examinations are held annually in June. A diploma is granted after passing examination and satisfactorily completing engagement. RECREATION, half-day weekly ; part of each Sunday ; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—\$5 a month, and \$50 on receiving diploma. No remuneration is given for the 2 months' trial. Laundry provided.

**Lynn Hospital,** 212 Boston Street, Lynn, Mass. Beds, 90. MATRON ; 4 Head Nurses ; 23 Pupil Nurses. Applications average 25, and vacancies 7 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. Candidates should be between

21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by physicians, and practical instruction by the matron and head nurse. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; 2 half-days weekly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—Pupil nurses, 1st year, \$9 per month; 2nd year, \$12 per month. Laundry is provided.

There is a private staff in connection with the hospital. FEES CHARGED.—Medical, surgical and maternity cases, \$15; infecticus, \$20 per week.

**New Haven, Conn.—Connecticut Training School for Nurses.** Connected with the New Haven Hospital (beds, 200). LADY SUPERINTENDENT; 2 Assistants; 3 Graduated Charge Nurses; 70 Nurses.

Candidates must apply to the superintendent, and, if approved, enter on probation, and if she has the necessary qualifications is approved of by the Executive Committee after 3 months. Three years' course (including probation months). They must be between 23 and 35 years of age, and must produce satisfactory evidence as to character and health. Instruction is given by the staff and Yale University professors. Instruction is provided in both medical and surgical wards for men and women, and in obstetrical and gynecological nursing. Practical courses in massage and dietetics. Diplomas are granted at the end of the course of training. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. ALLOWANCE for the period of training, \$150. Laundry and part of uniform provided. During the last 8 months of the course pupils will serve either in the hospital, at private cases, or in district nursing in the city.

**New Orleans, La.—Touro Infirmary Training School for Nurses.** Beds, 110. LADY SUPERINTENDENT; 25 Staff Nurses; 3 Probationers. Applications average 60, and vacancies 10 yearly.

Candidates should apply by letter or in person to the lady superintendent, upon whose approval they are received in August and September after 1 month's trial for 3 years' training. Candidates should be between 22 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given 3 times a week by the physicians and surgeons on anatomy, physiology, hygiene, materia medica, diseases of women and midwifery, bandaging, etc.



Examinations are held in September of each year. Diplomas are awarded after passing final examination. RECREATION, 1 hour daily; 1 afternoon weekly; 2 weeks' holiday in year. PREMIUM, *nil*. ALLOWANCES, 1st year, \$72; 2nd year, \$108; 3rd year, \$144 for uniform, etc. Laundry is provided. Nurses during illness are cared for in the infirmary. There is a private nursing staff.

**\* New York.—City Hospital Male Training School,** Blackwell's Island. Beds, 325. SUPERINTENDENT; 3 Head Nurses; 29 Pupil Nurses. Applications average 50, and vacancies 20 yearly.

Applications must be made by letter or in person (preferably the latter) to the superintendent, upon whose approval and after 1 month's trial, applicants are accepted for 18 months' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the physicians and surgeons on anatomy, physiology, hygiene, theory and practice of nursing, surgery, materia medica, etc.; class instruction is also given by the superintendent. Examinations are held twice yearly. RECREATION, 1 day every 2 weeks; every 2nd Sunday; 3 weeks' holiday allowed during the course. ALLOWANCES, 1st 6 months, \$10 a month; 2nd 6 months, \$12 a month; 3rd 6 months \$15 a month. No remuneration is given for the trial month. Laundry provided.

This school is in connection with the male wards of the New York City Hospital.

**New York City Training School for Nurses,** Blackwell's Island, New York. Beds, 800. SUPERINTENDENT; 1 ASSISTANT SUPERINTENDENT; 1 Night Superintendent; 5 Supervising Nurses; 6 Head Nurses; 142 Nurses; 20 Probationers. Applications average 900, and vacancies 48 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, hygiene, surgery, materia medica, obstetrics, etc.; classes and bedside instruction are also given. Examinations are held 3 times a year. A diploma is awarded upon passing the final examination. RECREATION, 2 hours daily; half-day weekly; alternate Sundays; 2 weeks' holiday in the year. ALLOWANCES, 1st year, \$120; 2nd year, \$144; 3rd year, \$180 for uniform, etc. No remuneration is



given for the trial months. Nurses serve first as assistant nurses, and then as head nurses. Laundry is provided. All nurses have single rooms.

The school is connected with the City, Maternity, Gouvernour, Fordham, and Harlem Hospitals.

**New York Hospital Training School for Nurses,** 7 West 15th Street, New York. Beds, 180. SUPERINTENDENT OF TRAINING SCHOOL; 2 ASSISTANT SUPERINTENDENTS; 90 Pupil Nurses. Applications average about 1000, and vacancies about 30 yearly.

After a personal interview (when possible) and a trial not exceeding 6 months, applicants are received in March and October of each year for a course of 3 years' training. Candidates must be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. The course is divided into three several grades of 1 year's duration, promotion being obtained from one grade to another by examination. LECTURES are given by the members of the medical and nursing staffs upon practical nursing during the course. A 3-months' course on midwifery and monthly nursing is given in a lying-in hospital. Thirteen scholarships are awarded, *viz.*, 5 of \$75 in 1st year; 5 of \$100 in 2nd year; and 3 of \$100 in 3rd year. Diplomas and medals are granted after passing the final examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly, and as much as possible of each Sunday; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, *nil*. Board, washing and lodging, medical attendance, uniform and text-books are provided. Each nurse and probationer has a separate bedroom.

**New York.—Metropolitan Hospital Training School for Nurses.** Beds, 1,011. SUPERINTENDENT OF TRAINING SCHOOL; 5 Supervising Nurses; 11 Post Graduate Nurses; 58 Pupil Nurses; 23 Permanent Nurses. Applications average 257, and vacancies 20 yearly.

Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are received for 3 years' training with diploma upon graduation and satisfactorily completing engagement. LECTURES are given by the attending physicians and surgeons upon all branches of nursing. Examinations are held in June and December of each year. RECREATION, 2 hours daily; half-day weekly, and when possible every third Sunday,

2 weeks' holiday 1st and 2nd year; 3rd year 1 month. PREMIUM, *nil*. SALARY 1st year, \$120; 2nd year, \$144; 3rd year, \$180. Laundry is provided. Nurses are trained in medical, surgical, obstetric, gynecological and children's diseases. Head nurses have separate bedrooms. Nurses receive board, lodging and laundry.

A post-graduate course of 6 months is offered to the graduates of the school. SALARY, \$30 per month. Graduate nurses are paid \$25 per month for nursing consumptives. It is a voluntary service for pupils in training.

There is a private staff in connection with the hospital, no nurse being sent out before completing the full 3 years' course of training. FEES CHARGED.—Ordinary cases, \$25; obstetric, \$25 and upwards per week.

**\* New York.—St. Luke's Hospital Training School for Nurses,** 113th Street. Beds, 300. Directress of Nurses; Assistant Directress; 1 Night Superintendent; 71 Pupil Nurses; 5 Probationers.

Applicants are received after 2 months' trial for 3 years' training. Candidates must be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by physicians and surgeons, and instruction by the directress and the head nurses. Examinations are held every year. Training in obstetrical nursing is given at the Sloane Maternity Hospital and lessons in massage are also given. Diplomas are given on passing examinations and satisfactorily completing the course. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES, \$10 a month during whole course for uniform, etc. No remuneration is given for the trial months. Laundry is provided.

The rules are being revised.

**Philadelphia Hospital Training School for Nurses.** Beds, 1500. SUPERINTENDENT; 1 ASSISTANT SUPERINTENDENT; 1 Night Superintendent; 14 Staff Nurses; 120 Pupil Nurses.

Candidates must apply by letter, enclosing certificates as to character and health. After a personal interview (if possible) and 2 months' trial candidates, who must be over 21 and under 35 years of age, are received for 3 years' training. LECTURES and class instruction are given on general nursing, hygiene, elementary anatomy and physiology; examinations (final) are held once a year. Medal is awarded to nurse making highest average and diplomas are awarded to all who make an average of 70 per cent. or over. RECREATION, 1 hour daily; a fortnight's

holiday yearly. PREMIUM, *nil*. ALLOWANCES, \$9 a month during course. No remuneration is given for the trial months. Laundry is provided.

**\* Philadelphia, Penna.—Methodist Episcopal Hospital Training School for Nurses.** Beds 75. SUPERINTENDENT; 2 Graduate Nurses; 27 Pupil Nurses.

After 2 months' trial, applicants are received for 2 years' training. Candidates must be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES and class instruction are given by the medical staff and others. Diplomas are given at the end of the training. RECREATION, 1 hour daily; half-day weekly; 4 hours on Sunday; 2 weeks' holiday yearly. ALLOWANCES.—Pupils, 1st year, \$88; 2nd year, \$120, for uniform, etc. SALARY for graduates, \$216 per annum. Laundry is provided.

**\* Philadelphia.—Woman's Hospital of Philadelphia,** North College Avenue and 22nd Street. Beds, 130. CHIEF NURSE; 7 Head Nurses; 1 Night Superintendent; 58 Pupil Nurses. Applications average 200 yearly, and vacancies 20 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the members of the visiting and resident staff upon medical, surgical and obstetric nursing; and practical instruction is given by the head nurses upon all subjects. Examinations are held in May and December. Diplomas are granted upon passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily;  $\frac{1}{2}$  day weekly; part of every other Sunday; 1 week's holiday yearly. PREMIUM, *nil*. SALARY, 1st year, \$40; 2nd year, \$48; 3rd year, \$120. No remuneration is given for the trial months. Laundry is provided.

Nurses are sent out to private cases after 2 years' training. FEES CHARGED.—Medical, surgical, mental and maternity cases, \$12 per week; for massage, in addition to other nursing, \$15 per week for 1 hour's treatment per day; contagious diseases, \$15 per week. SALARY paid to graduate head nurses, \$25 per month. The nurses have an *alumnæ* association, which arranges for the care of sick *alumnæ*.

**\* Portsmouth, N.H.—Cottage Hospital.** Beds, 30. SUPERINTENDENT; 1 Head Nurse; 8 Pupil Nurses. Applications average 50, and vacancies 4 yearly.

Young women too young to enter general hospitals are received. Candidates should not be less than 19 years of age, and must produce satisfactory evidence as to character, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' practical instruction in medical, surgical, obstetrical and gynæcological nursing, sick cookery and hygiene by the medical staff and the superintendent. Examinations are held every 6 months. Probationers must agree to remain in the service of the hospital for 2 years, and may be sent out to private cases after the 1st year's training in the wards. RECREATION.—When in the hospital nurses get 2 hours daily, and a half-day weekly. Private nurses are expected to receive a reasonable time for recreation, and from 6 to 8 hours' rest is expected by the rules under which nurses are sent out; 4 weeks' holiday is given in a year. SALARY.—1st year, \$120; 2nd year, \$168. Laundry is provided, but not uniform.

The nurses are cared for in the hospital during sickness.

**\* St. Louis Training School for Nurses**, 1224 Dillon Street, St. Louis, Mo. Attached to the St. Louis City Hospital (600 beds). SUPERINTENDENT; 1 Night Supt.; 35 Staff Nurses; 1 District Nurse; 38 Private Nurses; 10 Probationers.

After 2 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 33 years of age, of medium height and size, and must produce satisfactory evidence of character, education and health. LECTURES and class instruction are given. Diplomas and badges are awarded on passing final examination. RECREATION, 1 hour daily; half-day weekly; half-day Sunday; 2 weeks' holiday yearly. ALLOWANCES.—1st year, \$120; 2nd year, \$144 for uniform, etc. Laundry is provided, but not uniform.

**Taunton, Mass.—Morton Hospital**, 88 Washington Street. Beds, 20. SUPERINTENDENT; 1 Head Nurse; 7 Pupil Nurses Applications average 10, vacancies 4 yearly.

Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are received for 3 years' training, with certificate upon satisfactorily completing engagement and passing examination. LECTURES are given by the members of the staff upon anatomy, physiology, surgery, and nurses' duties in both medical and surgical nursing. RECREATION,



1 hour daily; 1 afternoon and 1 evening per week, and 4 hours on Sundays; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, \$120. Laundry provided, but indoor uniform must be provided by the nurse.

There is a private staff. FEES CHARGED.—Ordinary medical and surgical cases, mental and maternity cases, \$15 per week for the service of pupil, and \$18 for that of graduate nurses; massage, \$2 per hour. Pupil nurses receive \$120 per annum with board and laundry.

**\* Wilkes-Barre City Hospital Training School for Nurses**, Wilkes-Barre, Penna. Beds, 125. PRINCIPAL OF TRAINING SCHOOL; 2 Sisters; 2 Graduates; 22 Pupil Nurses. Applications average 70, and vacancies 12 yearly.

Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. LECTURES are given by members of the visiting staff upon stated subjects, and practical instruction by the superintendent and head nurses in the wards. One month is passed in the obstetric department. Diplomas are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day and 4 hours on Sunday weekly; 2 weeks' holiday in a year for pupil nurses; 1 month for sisters. SALARY, head nurses, \$360 to \$480.

There is a private staff in connection with the hospital. FEES CHARGED.—Medical and surgical cases, \$12 per week. When special nurses are provided for private patient department the charge is \$15 a week. The net earnings of the private staff are entirely devoted to the General Hospital Fund. Each staff nurse has separate bedroom; 2 probationers occupy 1 room.

## BRITISH NURSING INSTITUTIONS ABROAD.

**Biarritz.—English Nurses' Home**, Villa St. Joseph. LADY SUPERINTENDENT; 3 to 5 Certificated Nurses are employed from October to May, for private nursing. Applications to be made in July and August; vacancies average 3 to 5 yearly.

Candidates should be between 25 and 35 years of age, produce satisfactory evidence as to character, health and physique, and must hold a



3 years' certificate from a recognised training school for nurses. **FEES CHARGED.**—For ordinary cases, 10fr.; infectious, 12.50fr.; mental, 15fr. per day; maternity cases, £12 12s. per month; massage, 8fr. to 10fr. per hour. Nurses receive a **SALARY** of £28 rising to £40 per annum, together with board, lodging, laundry, outdoor uniform and travelling expenses (2nd class) to and from London.

**Ceylon Nurses' Association (1895),** LADY SUPT.; 6 Nurses. *Terms.*—To subscribers of Rs.10 and upwards; ordinary cases, Rs.25; infectious and mental, Rs.30 per week; massage, Rs.5 per visit; maternity cases, Rs.25 per week. To non subscribers, all cases from Rs.50 to Rs.70 per week; massage Rs.12.50 per visit. Beds for private patients. *Terms* for subscribers from Rs.60 per week. *Cases.*—45. *Special Features.*—Besides nurses the Association employs Regimental Sick Orderlies and Outside Nurses when desirable, and about 45 Auxillary Nurses employed.

**Florence.—Association of Trained Nurses and Masseuses (1897),** 7 Via Rondinelli. LADY SUPERINTENDENT; 3 Resident Nurses; 4 Associated Nurses. *Terms.*—Ordinary cases, frs. 10 a day; infectious, frs. 12.50; maternity cases, frs. 12.50 to 15 a day. The institution is also a hotel for nurses in Florence. Room and board for nurses, frs. 5 per day. Nurses take their own earnings, less 5 per cent., to the Association for each case, and one fee of frs. 8.35 on joining.

**Kyoto, Japan.—Doshisha Mission Hospital's District Nursing Corps (1886).** LADY SUPERINTENDENT; 24 Private; 12 District Nurses. 50 beds, free, or from 8s. to £2 per week. **SALARIES**, 10s. to 15s. per month, with 1 per cent. on earnings. Nurses have 2 years' hospital training. The Senior Nurses in the School undertake gratuitous nursing among the sick poor, under the direction of the Lady Superintendent of the Hospital.

**Nice Nursing Institute (1899),** Villa Pilatte Avenue Désambrois, Nice. LADY SUPERINTENDENT; 36 Nurses. **SALARY**, £2 10s. to £3 10s. a month, and percentage of 50 cents a day for ordinary cases, and 1 fr. for infectious cases or where the knowledge of a foreign language is necessary. Only trained nurses employed. *Terms.*—Ordinary, frs. 10 a day; infectious, frs. 12.50 a day; maternity, frs. 300 per month. **Telegraphic Address.**—"Godfrey, Nice." There are six beds for paying patients at from frs. 15 to frs. 25 per day.

**Rome.—Anglo-American Nursing Home (1900),** 265 Via Nomentana. **MATRON**; 9 Nurses. Beds, 8 (2 being free). Nurses are sent out to private cases. **SALARY**, £3 a month and travelling expenses; 10 per cent on maternity cases. Nurses must have had 3 years' training. **FEES**.—Lires, 10 a day for ordinary cases; infectious, 12 per day; mental, 12·50 per day; massage, 7 per treatment. *Patients*.—37 paying patients; 5 free patients.

**San Remo.—Institute for Trained English Nurses (1893),** Sunny Bank. **LADY SUPERINTENDENT**.

**Shanghai Victoria Nursing Home (1901),** **MATRON-SUPT.**; 9 Nurses. *Object*.—To nurse all nationalities other than Chinese. *Terms*.—Ordinary cases, £3 10s.; maternity, £17 10s. per month. **SALARY**, £75 to £100. Beds, 30. *Terms*.—1st class, £4 7s. 6d.; 2nd class, £1 15s. per week, and 4 free beds.

TRAINING SCHOOLS FOR ATTENDANTS  
ON THE INSANE.

## TRAINING SCHOOLS FOR ATTENDANTS ON THE INSANE.

### THE UNITED KINGDOM.

A LARGE number of the asylums in the United Kingdom have now adopted a system of training attendants on the insane in connection with the examinations held by the Medico-Psychological Association, for particulars of which see page 351. Instruction is given at the asylums by means of lectures, practical work, etc. Amongst the asylums which have adopted this course are : Aberdeen Royal Lunatic Asylum ; Antrim District Asylum ; Argyll and Bute District Asylum ; Armagh District Asylum ; Ayr District Asylum ; Banff District Asylum ; Bangour Lunatic Asylum (Scotland) ; Ballinasloe District Asylum ; Belfast Asylum ; Berkshire County Asylum, Wallingford ; Bethnal House Asylum, London ; Birmingham City Asylums at Rubery Hill and Winson Green ; Bethlem Royal Hospital ; Brecon and Radnor Lunatic Asylum ; Broadmoor Asylum ; Bristol City Asylum ; Buckinghamshire County Asylum, Aylesbury ; Buxton, Wye House ; Camberwell House Asylum, London ; Canterbury Borough Asylum ; Carlow District Asylum ; Carmarthen County Asylum ; Castlebar District Asylum ; Catford, Flower House ; Cheshire County Asylums at Macclesfield and Upton ; City of London Asylum, Stone ; Clapton, Brooke House ; Cleveland Asylum ; Clonmel District Asylum ; Cork District Asylum ; Cornwall County Asylum ; Coton Hill Hospital for the Insane ; Crichton Royal Asylum, Dumfries ; Croydon Asylum ; Cumberland and Westmoreland Counties Lunatic Asylum, near Carlisle ; Denbigh, Anglesey, Caernarvon, Flint and Merioneth Lunatic Asylum ; Derby Borough Asylum ; Derby County Asylum ; Devon County Asylum ; Donnybrook, Bloomfield Institute ; Dorset County Asylum, Dorchester ; Down District Asylum, Downpat-

rick; Drumcondra, Highfield House; Dublin, St. Patrick's; Dudley, Ashwood House; Dundee Royal Lunatic Asylum; Durham County Asylum; Edinburgh Royal Asylum; Elginshire District Asylum; Ennis District Asylum, County Clare; Enniscorthy District Asylum, Wexford; Epsom, Manor Asylum; Essex County Asylum, Brentwood; Exeter City Asylum; Fife and Kinross District Asylum; Finglas, Farnham House; Gartlock Asylum; Glasgow Parochial Asylum, Lenzie; Glasgow Royal Asylum; Glasnevin, Hampstead House; Glamorgan County Asylum; Gloucester County Asylums; Govan District Asylum, Paisley; Greenock Parochial Asylum; Haddington District Asylum; Hants County Asylum; Hereford County and City Asylum, Burghill; Herts Lunatic Asylum, St. Albans; Hitchin, Three Counties Asylum; Holloway Sanatorium; Hoxton House Asylum, London; Hull Borough Asylum; Inverness District Asylum; Ipswich Borough Asylum; Isle of Ely and Borough of Cambridge Lunatic Asylum; Kent County Asylums at Barming Heath and Chartham Downs; Kilkenny District Asylum; Killarney District Asylum; Kirklands Asylum, Glasgow; Lanark District Asylum; Lancashire County Asylums at Lancaster, Rainhill, Prestwich, Winwick and Whittingham; Lancaster, Haydock Lodge; Leicester Borough Asylum, Leicestershire and Rutland Asylum, Leicester; Letterkenny District Asylum; Limerick District Asylum; Lincoln County Asylum, Bracebridge; London County Asylums at Banstead, Bexley, Cane Hill, Claybury, Colney Hatch, Ewell, Hanwell and Horton; Londonderry District Asylum; Lucan, St. Edmundsbury; Maryborough District Asylum; Mavisbank Asylum; Metropolitan Asylums Board Institutions for Imbeciles at Caterham, Darenth, Leavesden and Tooting Bec; Middlesex County Asylum; Midlothian and Peebles District Asylum, Roslyn-Castle; Monaghan District Asylum; Monmouth County Asylum; Montrose Royal Asylum; Mullingar District Asylum; Newcastle City Asylum; Newport, Isle of Wight County Asylum; Norfolk County Asylum; Northampton County Asylum, Berrywood; Northumber-



land County Asylum; Northumberland House Asylum, London; Norwich City Asylum, Hellesdon; Norwich, Higham Hall; Nottingham City Asylum; Nottingham County Asylum; Oxford County Asylum; Omagh District Asylum; Paisley Parochial Asylum; Paisley Asylum, Craw Road; Palmerston, Stewart Institute; Peckham House, Peckham; Perth District Asylum; Perth, James Murray's Royal Asylum; Plymouth Borough Asylum; Portsmouth Borough Asylum; Richmond Asylum, Dublin; Roehampton, The Priory; Roxburgh District Asylum; St. Luke's Hospital, London; Salop and Montgomery Counties and Wenlock Borough Asylum, Bicton; Sligo District Lunatic Asylum; Somerset County Asylums at Cotford and Wells; Stafford County Asylums at Burntwood, Cheddleton and Stafford; Stirling District Asylum; Stretton House, Church Stretton; Suffolk County Asylum; Sunbury, Halliford House; Sunderland Borough Asylum; Surrey County Asylum; Sussex County Asylums at Chichester, Hellingley and Hayward's Heath; Ticehurst House, Sussex; Tunbridge, Redlands; Uxbridge, Moorcroft House, Hayes Park, Wood End House; Warneford Asylum; Warwick County Asylum; Waterford District Lunatic Asylum; Westham Borough Asylum; West Malling House, West Malling; Wilts County Asylum; Worcester County and City Lunatic Asylum; York, Boot-ham; York, North Riding Asylum; York, West Riding Asylums at Menston, Wadsley and Wakefield; York, East Riding Asylum; York Retreat; York, Scalebor Park.

Since 1890 the Northampton County Asylum, Berrywood, has trained and given its own certificates to its nurses. A period of three years' training is insisted upon, which must all be spent in that asylum. Lectures and practical instruction in the wards are given on the following subjects:—Elementary anatomy and physiology; first aid in emergencies; sick room duties; and nursing and care of the insane. An examination must be passed at the end of each year's training, and the character of the everyday ward work of the candidate is also taken into consideration.

## UNITED STATES OF AMERICA.

In connection with many of the hospitals for the insane in the United States, Training Schools for attendants on the insane have been established during the last seventeen years. In nearly all of these the regulations under which attendants are trained are on the same lines, and it will therefore be sufficient if we give those in use at the M'Lean Hospital at Waverley, Mass., the first asylum in the United States to adopt a definite system of training. This Training School, which began its existence in 1882, has a roll of graduates numbering 509, *viz.*, 331 women and 178 men.

The regulations provide for a two years' course of training in general nursing, with special reference to the cure of cases of nervous and mental disease. Candidates, either men or women, must apply to the superintendent, must produce satisfactory evidence of character and health, and should be between 21 and 35 years of age. They are received for two months' trial, at the expiration of which an agreement is entered into to complete the two years' training.

Instruction is given in the general care of the sick; the managing of helpless patients in bed, in moving, changing bed and body linen, making of beds, etc.; giving baths, keeping patients warm or cool, preventing and dressing bedsores; bandaging, applying of fomentations, poultices and minor dressings; the preparing and serving of food, the feeding of helpless patients and those who refuse food; the administering of enemas and use of the catheter; attendance upon patients requiring diversion and companionship; the observation of mental symptoms, delusions, hallucinations, delirium, stupor, etc.; and the care of excited, violent and suicidal patients. They are also given instruction in the best practical methods of supplying fresh air, warming and ventilating sick-rooms in a proper manner, and are taught to take proper care of rooms and wards, in keeping all utensils perfectly clean and disinfected, etc.; to observe the sick accurately

in regard to the state of the secretions, pulse, breathing, skin, temperature, sleep, appetite, effect of diet, of stimulants and medicine; massage; and the managing of convalescents. The instruction is given by the supervisor and head nurses, and besides this lectures and demonstrations are given by the hospital medical staff. Examinations, chiefly upon practical points, take place from time to time. When the full term of two years is completed, the nurses thus trained receive (after final examinations) diplomas certifying to their period of training, their proficiency and good character. The pupils are employed as assistant nurses in the wards of the hospital. SALARY.—Men, 1st year, \$20 per month; 2nd year, \$23 per month; graduates, \$27 to \$35 per month, according to length of service; women, 1st 15 months, \$7 per month; 2nd 15 months, \$10 per month; graduates, \$25 to \$35 per month. Attendants are required to wear at all times, while on duty in the wards, the hospital uniform.

PROVIDENT FUNDS, EXAMINING BODIES,  
ASSOCIATIONS FOR THE BENEFIT OF  
NURSES, ETC.





## VIII.—PROVIDENT FUNDS, EXAMINING BODIES ASSOCIATIONS FOR THE BENEFIT OF NURSES, ETC.

**Guild of St. Barnabas for Nurses.** HON. SECRETARY, Nurses' Hostel, Francis Street, W.C.

This guild enrolls trained nurses and midwives being members of the Church of England. Branches in England, India and the Colonies.

**Guild of St. Veronica for Trained Nurses.** SECRETARY, Park House, Church End, Willesden.

This guild has been formed for three purposes—(1) to form a bond of union amongst those who are engaged in the work of nursing the sick; (2) to aid the spiritual life of its members under the peculiar and special difficulties of their duties; and (3) to help its members to realise that nursing the sick is properly a religious work and should be performed as a labour of love.

**Hospitals Association, The,** The Hospital Building, 28 and 29 Southampton Street, Strand, W.C. PRESIDENT Thomas Bryant, F.R.C.S. CHAIRMAN OF COUNCIL, Duke of Leeds. DEPUTY CHAIRMAN, Sir Henry Burdett, K.C.B. HON. SECRETARY, Sydney Phillips.

This association consists of ladies and gentlemen connected with the various branches of hospital administration, and has for its objects (1) to facilitate the consideration and discussion of matters connected with hospital management, and where advisable to take measures to further the decisions arrived at; and (2) to afford opportunities for the acquisition of a knowledge of hospital administration both lay and medical.

**"The Hospital" Convalescent Fund,** 28 and 29 Southampton Street, Strand, London. This Fund was established by the editors of "The Hospital" newspaper, and is supported by its readers. Its object is to provide rest for trained hospital nurses with-

out means during convalescence after illness. Experience has proved that it is better to let the nurses have a choice of locality than to send them to one settled place, and nurses are accordingly sent to all parts of the country. Applications should be addressed to the Hon. Secretary as above, and should be accompanied by medical certificate and two letters of recommendation from householders.

**Hospital Library and Charities Bureau.** (See page 360.)

**Incorporated Society of Trained Masseuses,** Trained Nurses' Club, 12 Buckingham Street, Strand, W.C. Telegraphic address—"Fregare, London."

This society was formed in January, 1895, and incorporated 1900, to improve the training and qualifications of masseuses, and to organise an independent examination for them in connection with which certificates are granted. A registry for members has been established.

**Junius S. Morgan Benevolent Fund.** In connection with the Royal National Pension Fund for Nurses. HON. SECRETARY. SECRETARY, 28 Finsbury Pavement, E.C.

The chief object of the fund is to afford immediate pecuniary or other relief by loan or absolute gift to matrons, sisters, and nurses (if members of the Pension Fund) who may be in distress, and to assist them in keeping up the payment of premiums on any policies they may have taken out with the society. Applications for grants, which should be addressed to the Secretary, are considered and dealt with at the quarterly meetings. No application can be considered unless the papers are completed at least 14 days before any such meeting.

The funds at the end of 1903 amounted to over £20,000.

**\* Lady Roberts' Fund for Nursing Sisters' and Officers' Hospitals.**

The objects of this fund are (1) to supply homes in the Hills for the nurses working in the military hospitals in India; (2) to provide officers' hospitals in connection with these homes where officers can be sent in case of illness, or for convalescence; (3) to provide an auxiliary staff of lady nurses to work in those military hospitals to which the Government has not supplied nurses.

**London Obstetrical Society,** 20 Hanover Square, W.

Examinations are held 4 times a year, in February, May, July and November. Candidates must be over 21 years of age, must produce a certificate of moral character, proof of having personally attended not

less than 20 labours, and of having attended a course of theoretical teaching by lectures or tutorial instruction satisfactory to the board of examiners. Written and oral examinations are held. EXAMINATION FEE—£1 1s.

**\* Matrons' Council.**—HON. SECRETARY, 46 York Street, Portman Square, W.

The principal objects of the society are (1) to enable members to take counsel together upon matters affecting their profession; (2) to bring about a uniform system of education, examination, certification and State registration for nurses in British hospitals; and (3) to encourage members to understand the methods of procedure at meetings.

### **Medico-Psychological Association of Great Britain and Ireland,** 11 Chandos Street, W.

Examinations, both written and oral, are held by this association on the first Mondays in May and November, at individual asylums wherever there may be candidates. Candidates have to obtain from the Registrar a schedule of questions which has to be filled up and returned to him at least 4 weeks before the examination. Certificates are granted to those who pass the examination. In case of misconduct on the part of a holder of a certificate the Council may erase his or her name from the register. EXAMINATION FEE—5s.

The association insist that training of the candidates for their certificate shall be on the following lines: After 3 months' trial candidates are required to undergo 2 years' training and service (including the period of probation). The system of training is (1) by study of the handbook issued under the authority of the association (other books may be used in addition); (2) by periodical instruction under the head and ward attendants in nursing and attending on the insane; (3) by clinical instruction in the wards, and by systematic lectures and demonstrations by the medical staff (at least 12 lectures of 1 hour's duration must be given in each year, and no attendant will be admitted to examination who has not attended at least nine lectures in each year); and (4) by periodical examinations, one of which must be attended during each year. The scope of the training includes sick nursing, and especially the ordinary requirements of nursing and attendance on insane patients, combined with instruction in the general features of mental disease together with general ideas of bodily structure and functions sufficient to enable nurses under training to understand such instruction and to qualify them to render "First Aid," especially in the case of accident or injury that may arise in asylums.

**Midwives' Institute and Trained Nurses' Club**, 12 Buckingham Street, Strand, W.C. 2 HON. SECRETARIES; SECRETARY. (Subscription, 5s. a year. Office hours, 11 to 5. Club open till 7.)

The objects of this society are (1) to raise the efficiency and improve the status of midwives, (2) to establish a registry for members and to establish a centre of information for the public; (3) to provide a good medical lending library and club-room for friendly meetings; (4) to arrange courses for medical lectures and to afford opportunities for discussion on subjects connected with the profession. The society consists of founders, members, associates and lay-associates. Members are women who have obtained a medical qualification, and trained midwives over 21 years of age who have passed the L.O.S. Examination. Associates are trained nurses or midwives with any other diploma. Lay-associates are persons other than midwives interested in the objects of the society. A lending library and reading-room are attached. The subscription to the institute is 5s. a year, and 2s. 6d. entrance fee to London members. See also page 110.

**\* Midwives' Society**, SECRETARY, 12 Brunswick Street, Chorlton-on-Medlock, Manchester.

The society has been established to advance the art of midwifery, to protect and further the interests of midwives, and to promote a uniform system of education of those who practice as such.

**National Association for Supplying Female Medical Aid to the Women of India.** (Supported by the Countess of Dufferin's Fund.) HON. SECRETARY to Central Committee in India, Lieut.-Col. E. Fenn, Viceroy's Camp, India.

The objects of this society are (1) the establishment in India of dispensaries and hospitals for the treatment of women and children; (2) the opening of female wards under female superintendence in existing hospitals and dispensaries; and (3) the supply of trained female nurses and midwives in hospitals and private houses. A United Kingdom branch has been established to bring the aims of the association before the British public, to raise subscriptions for the Countess of Dufferin's Fund, and to provide scholarships, tenable in the United Kingdom by ladies, residents of India, with practical experience of medical work in that country, desiring to complete their medical education, and to qualify for the English Medical Register. The Hon. Secretary of the latter is the Marchioness of Dufferin and Ava, Claudeboye, Co. Down.



**National Society for Aid to the Sick and Wounded in War** (British Red Cross Society), SECRETARY, 5 York Buildings, Duke Street, Adelphi, W.C. Telegraphic address—"Assistance, London."

**Nurses' Hostel Co., Ltd.**, Francis St., Tottenham Court Road, W.C. Telegraphic address—"Bicuspid, London." MANAGING DIRECTOR; SECRETARY.

Formed to provide (1) a home for private nurses in London, and (2) an hotel for nurses visiting London.

**Red Cross Society.** See National Society for Aid to the Sick and Wounded in War (above).

**Royal British Nurses' Association**, 10 Orchard Street, W. PRESIDENT, H.R.H. Princess Christian. Telegraphic address—"Pflegerin, London." Telephone—2173 Paddington.

The objects of the corporation are (1) the founding and maintenance of schemes for the benefit of nurses in the practice of their profession and in times of adversity, sickness and old age; (2) the maintenance of an office or offices for supplying information to persons seeking for nurses, and to persons seeking for employment as nurses; (3) the maintenance of an authorised list of persons who may have applied to the Corporation to have their names entered therein as nurses, and whom the Corporation may think fit to enter therein. (4) The promotion of conferences, public meetings and lectures in connection with the general work of the Corporation. Membership is open to registered medical men and thoroughly trained registered nurses of 3 years' standing. The official organ of the association, *The Nurses' Journal*, is published monthly.

There is a club-room and library for members.

The association has an endowed benevolent fund from which the Helena Annuities are given, and grants of money in temporary distress.

The Roll of Members with appendices contains full information relating to the work of the association.

**Royal National Pension Fund for Nurses**, 28 Finsbury Pavement, E.C. PRESIDENT, Her Majesty The Queen. PATRON, His Majesty The King.

The chief object of this association is to afford nurses an absolutely safe means of providing at the lowest possible cost to themselves an allowance during incapacity for work caused by sickness or accident, and a certain income for their declining years. This object is carried



out by receiving and investing such fixed periodical sums as those who join the fund can afford; by adding to the pensions all profits arising from any source; and by supplementing those sums from a donation bonus fund created and maintained by those interested in nurses and nursing institutions. Its benefits are open to nurses, attendants on the insane, and all responsible paid officials connected with hospitals and kindred institutions. Only nurses, however, may participate in the profits of the Donation Bonus Fund. In addition to a pension, nurses and hospital officials may insure themselves for sick pay. Hospitals and institutions employing nurses may become federated with the Royal National Pension Fund, and so may contract themselves out of all responsibility, so far as pensions and sick pay are concerned, for every member of their staff, from the highest to the lowest. By an expenditure, which in most cases need not exceed 10 per cent. of the amount expended upon salaries, the committee of a hospital are able to secure that every member of the staff shall be amply provided for against the day of sickness or incapacity. The committees who agree to federate with the Royal National Pension Fund, can retain control over all the monies paid into that fund, so that, by careful management, and the payment of a small annual sum into the trust thus created for the benefit of their employes, they will save the institution from all further liability, risk or trouble in the matter. Under the scheme of federation the committee of the hospital agree that the hospital shall take out with the fund a policy, on the returnable scale, for a pension on the life of any matron, sister or nurse, who in her own name takes out a policy with the fund for a pension of not less than the amount subscribed for by the hospital. The committee agrees to continue to pay premiums on the hospital pension policies and the sick assurance policies so long as the nurse remains in the service of the hospital. Nurses withdrawing the premiums paid in under their own policies, while in the service of the hospital or within 12 months after leaving the hospital, forfeit all right to the policies taken out by the hospital on their behalf. After a nurse shall have been in the service of the hospital a certain number of years, the benefits of the policy effected by the committee in her behalf, if she has complied with the rules laid down, are usually considered as belonging to her, and in such a case the policy is formally assigned to her when her pension falls due, or otherwise, 12 months after leaving the hospital. It is often a condition of the hospital policy that in case of a nurse's death or withdrawal from the fund before entering on her pension, the contributions paid by the committee shall revert to the Hospital Trust Fund, and be at the disposal of the committee, for the time being, for the benefit of the nursing staff.

The invested funds amount to upwards of £900,000.

In order to meet the special difficulties of private nurses in regard to regular fixed monthly or periodical payments, nurses may pay into the fund at their convenience such amounts as they may be able to deposit with it. Directly these deposits amount to a sum sufficient to produce an annuity of £5 at the age fixed by the nurse, the sum will be applied to the purchase of a paid-up policy in the fund on the returnable scale, or to the payment of premiums on existing ordinary policies, as a nurse may prefer. Two and a half per cent. compound interest is allowed on deposits.

**Royal Red Cross.** Registry—War Office, Pall Mall, S.W. This decoration for women was instituted in 1883 for rewarding zeal and devotion in providing for and nursing sick and wounded sailors, soldiers and others with the army in the field, on board ship, or in hospitals. The following is a list of the holders of this decoration, the year in which the decoration was conferred on them and their service being added in brackets after their names:—

#### HER MAJESTY THE QUEEN.

- H.R.H. The Princess of Wales (1883).
- H.I.M. The Empress Frederick (1883).
- H.R.H. The Princess Christian (1883).
- H.R.H. The Princess Beatrice (1883).
- H.R.H. The Duchess of Connaught (1883).
- H.R.H. The Princess Louise (1885).
- H.R.H. The Duchess of Albany (1885).
- H.R.H. The Baroness Von Pawel-Rammingen (1897).
- H.M. The Queen of Greece (1897).
- H.R.H. The Crown Princess Sophie of Greece (1897).
- H.R.H. The Princess Victoria of Schleswig-Holstein (1900).

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| Lady Wantage (1883).                | Mrs. J. A. Gray (1883; Zululand,    |
| Miss Nightingale (1883).            | Egypt).                             |
| Lady Roberts (1891; India).         | Miss H. Campbell Norman (1883;      |
| Mrs. J. C. Deeble (1883; Zululand). | Egypt).                             |
| Miss A. E. Caulfeild (1883; Egypt,  | Miss J. Jerrard (1883; Transvaal,   |
| Transvaal).                         | Egypt).                             |
| Miss H. Stewart (1883; Egypt).      | Sister Maria Carmela (1883; Egypt). |
| Mrs. Margaret Augusta Makins        | Sister Maria Ludovica (1883;        |
| (1883; Egypt).                      | Egypt).                             |

- Miss E. Cannell (1883; Cyprus, Egypt).  
 Miss M. Jones (1883; Egypt).  
 Miss B. Story (1883; Egypt).  
 Miss S. Airy (1883; Cyprus, Egypt).  
 Miss E. Wheldon (1883; Netley).  
 Miss J. M. Gray (1883; Transvaal).  
 Miss Langlands (1883; Transvaal, Zululand).  
 Sister Louise (1883; Transvaal, Egypt).  
 Sister Maria Celestina (1883; Egypt).  
 Sister Maria Pia (1883; Egypt).  
 Sister Maria Camilla (1883; Egypt).  
 Mrs. M. E. Cawley (1891; Naga Hills).  
 Sister Maria Benedetta (1883; Egypt).  
 Sister Camilla Orpheline (1883; Egypt).  
 Miss M. Selby (1883; Zululand, Egypt).  
 Miss J. King (1883; Egypt).  
 Miss K. Forrest (1883; Egypt).  
 Miss M. Thomas (1883; Egypt).  
 Miss A. Crisp (1883; Zululand, Egypt).  
 Miss A. Yardley; (1883; Egypt).  
 Mrs. A. K. Holland (1883; Egypt).  
 Mrs. Janet King (1883; Zululand).  
 Miss Hornor (1883; Zululand).  
 Miss M. J. W. Lumley (1884; Durban, Pietermaritzburg).  
 Mrs. Gildea (1884; Pretoria).  
 Miss M. C. Jerrard (1885; Egypt, Soudan).  
 Miss H. King (1885; Egypt, Soudan).  
 Miss S. Ireland (1885; Egypt, Soudan).  
 Miss J. M. C. Barker (1885; Egypt).  
 Miss S. F. Hart (1885; Egypt).  
 Miss C. F. K. Cole (1885; Egypt).  
 Miss R. M. Burleigh (1885; Egypt).  
 Miss L. Parsons (1885; Egypt).  
 Mrs. A. Yorke (1885; Egypt).  
 Miss C. L. Byam (1885; Soudan).  
 Miss R. Williams (1885; Egypt, Soudan).  
 Mrs. Louisa Jane Mackay (1887; Transvaal, Egypt).  
 Miss Christina Fergusson (1887; Egypt).  
 Miss Augusta Bailey Holland (1887; Netley, Chatham, Portsmouth).  
 Miss Edith King (1887; Zululand).  
 Miss Emma Durham (1887; Zululand).  
 Mrs. Ethel B. Miller (Grimwood) (1891; Manipur).  
 Mrs. C. R. Damant (1891; Naga Hills).  
 Miss C. G. Loch (1891; Hazara).  
 Miss E. Welchman (1891; Hazara).  
 Miss E. M. Lickfold (1891; Hazara).  
 Miss S. E. Oram (1896; Egypt).  
 Sister Mary Aloysius (1897; Crimea).  
 Sister Louise Watson Tulloh (1897; Egypt, 1888-94).  
 Sister Mary Stanislaus Jones (1897; Crimea).  
 Sister Mary Anastasia Kelly (1897; Crimea).  
 Sister Mary de Chantal Huddon (1897; Crimea).  
 Mrs. Ann Ayre Hely (1897; Crimea).  
 Miss Sarah Anne Terrot (1897; Crimea).  
 Sister Mary Elizabeth Joseph (1897; Crimea).  
 Miss Susan Cator (1898; Crimea).

- Miss Emma Halford (1898 ; Miss E. Bourignon (1901 ; Tient-  
Crimea).  
Mother Patrick (1898 ; South Mrs. Bellingham (1901 ; Tientsin).  
Africa). Mrs. Drosthe (1901 ; Tientsin).  
Mother Jacoba (1898 ; South Miss Marian Lambert (1901 ;  
Africa). Pekin).  
Miss Sarah Emily Webb (1898 ; Sister Jessie Molyneux Ransome  
Soudan). (1901 ; Pekin).  
Miss Amy Florence Grist (1898 ; Miss Lillie Emma Saville, M.D.  
Soudan). (1901 ; Pekin).  
Miss Elizabeth Geddes (1898 ; Sou- Miss Abbie Goodrich Chapin [an  
dan). American citizen] (1901 ; Pekin).  
Miss Catharine Sarah Mowbray Matron A. Ward (1901 ; Ashanti).  
(1899 ; N.W. Frontier of India). Sister K. Neville (1901 ; Ashanti).  
Miss Mary Ellen Barker (1899 ; Miss Margaret Fanny Kayser  
N.W. Frontier of India). (1901 ; South Africa).  
Miss Theresa McGrath (1899 ; N.W. Miss Agnes Kayser (1901 ; South  
Frontier of India). Africa).  
Miss Sarah Lucy Wilshaw (1899 ; Mrs. Lucy Scott (1901 ; Natal).  
Egypt). Mrs. Mary Davis (1901 ; Natal).  
Miss Mary Ellen Harper (1899 ; Miss Julia Underwood (1901 ;  
Egypt). Ladybrand).  
Miss Isabella Smith (1899 ; Benin, The Lady Chesham (1901 ; Deel-  
West Coast of Africa). fontein).  
Miss Leonora Maxwell-Müller Hon. Mrs. Agnes Mary Goldman  
(1899 ; India). (1901 ; Johannesburg).  
Miss Annie Gill Mark (1899 ; Malta). Lady Sarah Wilson (1901 ; Mafe-  
Miss Gertrude Mary Payne (1899 ; king).  
Malta). Sister Edith McCall Anderson  
Miss Sarah Clarke (1899 ; West (1901 ; Boer War).  
Coast of Africa). Sister Mary C. Fisher (1901 ;  
Miss Mary Nutt (1899 ; West Coast Deelfontein).  
of Africa). Mrs. Gunning (1901 ; Pietermaritz-  
Miss Minnie Powell (1899 ; West burg).  
Coast of Africa). Sister Amy Knaggs (1901 ; Bloem-  
Miss E. Ryan (1899 ; Malta, Crete). fontein).  
Miss L. A. Harrison (1900 ; Zomba, Sister Eugenie Ludlow (1901 ;  
Mpeseni and Chinta). Ladysmith).  
Miss Mary Christina Anderson Sister Annie Maude MacDonnell  
(1900 ; Suva Fiji, Samoa). (1901 ; Boer War).  
Miss L. B. Stowell (1900 ; Zomba, Sister Edith Pretty (1901 ; Boer  
Mpeseni and Chinta). War).



- Sister Jane Elizabeth Skillman (1901; Boer War).
- Sister Annie Blanche Trew (1901; Boer War).
- Sister J. M. N. Williamson (1901; Boer War).
- Miss A. N. Waterhouse (1902; China).
- Mrs. M. J. Buswell (1901; China).
- Nursing Sister and Acting Superintendent Miss Mary Louisa Stewart (1901; Boer War).
- Superintendent Miss Sidney Jane Browne (1901; Boer War).
- Superintendent Miss Elizabeth Ann Dowse (1901; Boer War).
- Superintendent Nursing Sister Miss E. T. Noble (1901; Boer War).
- Superintendent Miss Ann Garriock (1901; Boer War).
- Nursing Sister Alice Sweeting Bond (1901; Boer War).
- Sister Miss Jane Hoadley (1901; Boer War).
- Sister Miss Mary Grenfell Hill (1901; Boer War).
- Sister Miss E. Nixon (N. S. Wales) (1901; Boer War).
- Sister Miss A. Bidsmead (S. Australia) (1901; Boer War).
- Mrs. E. Hope Beecher (1901; Boer War).
- Sister Miss A. Beardsmore Smith (1901; Boer War).
- Sister Miss Jessie Southwell (1901; Boer War).
- Sister Miss E. M. McCarthy (1901; Boer War).
- Sister M. E. Greenham (1901; Boer War).
- Miss C. E. Nisbet (1901; Deelfontein).
- Miss Marion Lloyd (1901; Boer War).
- Sister E. C. Lawrence (1901; Boer War).
- Sister Anne Warren Gill (1901; Boer War).
- Mother Superior Teresa (1901; Mafeking).
- Miss Hill (1901; Mafeking).
- Miss Craufurd (1901; Mafeking).
- Mrs. Maasdorp (1901; Boer War).
- Mrs. Wilman (1901; Boer War).
- Miss Cairncross (1901; Boer War).
- Miss E. M. Chadwick (1902; Ship *Maine*, Boer War).
- Sister M. C. S. Knox (1902; South Africa).
- Sister Elizabeth C. Shannon (1902; South Africa).
- Sister H. Hogarth (1902; Ship *Princess of Wales*, Boer War).
- Mrs. Cornwallis West (1902; Ship *Maine*, Boer War).
- Mrs. Theodosia Bagot (1902; Boer War).
- Mrs. T. C. Wolley Dod (1902; Pretoria).
- Mrs. Keith (1902; Pretoria).
- Miss Knight (1902; Pretoria).
- Miss Francis A. Lowrie (1902; Pretoria).
- Mrs. P. H. Johnston (1902; Natal).
- Miss Ada Whiteman (1902; Pretoria).
- Miss Lucy A. Yeatman (1902; Ladysmith).
- Mrs. Melina Rorke (1902; Bulawayo).
- Mrs. Redpath (1902; Ladysmith).
- Mrs. Jessie Burrill (1902; Durban).
- Mrs. Emma Francis (1902; Durban).



- Mrs. Jane Waterston (1902; Natal).  
 Mrs. Sclater (1902; Natal).  
 Georgina, Countess of Dudley (1902; Boer War).  
 Miss Ethel McCaul (1902; Boer War).  
 Mrs. Kilpin (1902; Boer War).  
 Mrs. Ball (1902; Boer War).  
 Miss Annie Myers (1902; Pekin Legations).  
 Miss Daisy Brazier (1902; Pekin Legations).  
 Miss Jemima Crowlie (1902; China, Tientsin).  
 Miss Ker Dunlop (1902; Boer War).  
 Miss A. G. Weighell (1902; Countess Roberts's Officers' Hospital and Nurses' Home, Murree, India).  
 Superintendent Miss M. Russell (1902; Boer War).  
 Sister Miss C. H. Keer (1902; Boer War).  
 Sister Miss H. O. Luckie (1902; Boer War).  
 Sister Miss Margaret Whiteman (1902; Boer War).  
 Miss Katherine Blanche Brereton (1902; Boer War).  
 Mrs. Margaret Scott Fripp (1902; Boer War).  
 Superintendent Miss M. Rawson (1902; Boer War).  
 Sister Miss Georgina Pope (1902; Boer War).  
 Sister Miss Joan Charleson (1902; Intombi Hospital Camp, Boer War).  
 Sister Mrs. Harriet Maud Campbell Ross (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Ellena Philipson Stow (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Isabella Jessie Philipson Stow (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Amy Blake Knightley (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Sophia Margaret Pater-son (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Katherine Louisa Hill (1902; Intombi Hospital Camp, Boer War).  
 Sister Miss Sophie Lees (1902; Intombi Hospital Camp, Boer War).  
 Mrs. Osborn Howe (1903; South Africa).  
 Lady Macdonald (1903; Pekin Legations, 1900).  
 Lady Furley (1903, South Africa).  
 Mrs. Mary E. Bruce (1903; South Africa).  
 Miss M. Nicholson (1903; Intombi Hospital Camp, Boer War).  
 Miss E. E. Thompson (1903; Intombi Hospital Camp, Boer War).  
 Miss S. M. G. Otto (1903; Intombi Hospital Camp, Boer War).  
 Miss J. Bradbury (1904; Volunteer Hospital, Intombi, Boer War).  
 Miss C. Addison (1904; Volunteer Hospital, Intombi, Boer War).  
 Miss S. Rinter (1904; Volunteer Hospital, Intombi, Boer War).  
 Miss E. M. Early (1901; Volunteer Hospital, Intombi, Boer War).

**St. John Ambulance Association.** Certificates of having passed an examination in the elementary principles of "home nursing and hygiene" in connection with classes held under this association are granted. Only candidates holding the "First Aid" certificate of the association can enter, but in special cases permission may be granted to hold a "nursing" course of lectures before that of the "first aid." Five lectures of 2 hours each are given. Medallions are awarded to holders of "First Aid" certificates who have been twice re-examined with not less than 12 months' interval between each examination. The "nursing" certificate may be counted as one of the re-examinations.

**Trained Nurses' Annuity Fund.** PRESIDENT, H.R.H. Princess Christian. HON. SECRETARY, 73 Cheapside, E.C.

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